



bulletin

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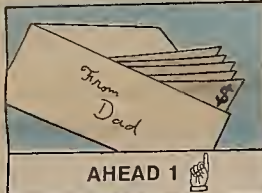
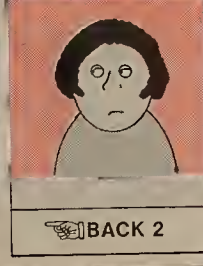
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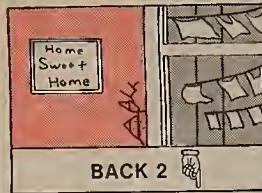
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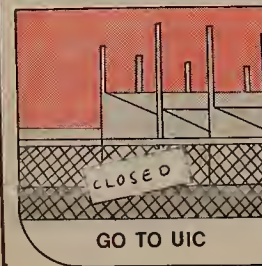
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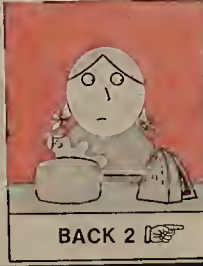
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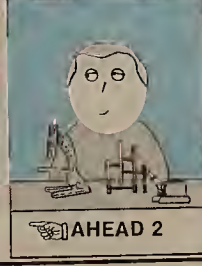
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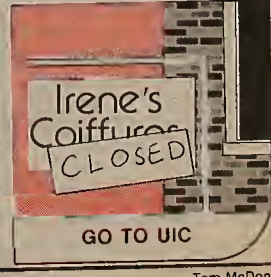
SUMMER JOB



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GO TO UIC

ACCESSIBILITY

by Christine Tausig

Picture this: the university, priding itself on high academic standards has a small enrolment consisting mainly of those from upper and middle income families. A few places are reserved for poor but gifted scholarship students. Most of the students are male. Most come from cities and hardly any belong to ethnic minority groups.

The year could be any during the 1950s or before — but it could just as easily be sometime in the 1980s, if the dire predictions of some university observers come true.

If university funding does not increase soon, they say, something will have to give. And that something may well be the principle of equal access to higher education for all qualified applicants.

If that happens, Alvin Lee, president of McMaster University, warned listeners recently, "undoubtedly universities will return to becoming institutions for the elite".

The idea of accessibility, developed over the past two decades, involves the belief that all interested and academically qualified applicants — whether male or female, young or old, rich or poor — should have an equal chance at a university education.

Equality of access includes several elements, points out Llewellyn Parsons, a professor of education at Memorial University. There must be equality within a region or country as well as flexible admission standards which encourage people to develop their talents and abilities.

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SUMMER JOB

CAUT Bulletin

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No cancellations will be accepted after closing date.

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Tous les articles signés expriment les vues de l'auteur. Les Énoncés de principes et les Directives de l'ACPU sont présentés comme tels.

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Le Bulletin de l'ACPU paraît sept fois au cours de l'année scolaire: le septembre, le octobre, le décembre, le février, le avril, le mai, le juin.

Délai de réception des annonces: 25 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annonces après la date limite.

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L'éditeur se réserve le droit d'apporter les changements nécessaires au texte des annonces s'il juge qu'il enfreint divers codes provinciaux des droits de l'homme qui interdisent la discrimination pour des raisons d'âge, de sexe, d'état matrimonial, de race, de croyances, de couleur, de nationalité ou de lieu d'origine.

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Imprimeur: Performance Printing, Smiths Falls.

LETTERS LETTRES

Priorities at fault

Professor John McMurtry's recent article "Boom at the Top" undoubtedly portrayed the role of the central administration at more than one Canadian university. The problem is not merely one aired by a few disgruntled faculty members; the maintained financial strength of central administration units as compared with front-line teaching and research departments across the university for the last few years is quite apparent when the figures are consulted (when indeed they are made available).

Professor McMurtry gives ample support for his thesis that while academic departments have suffered and are suffering severe cutbacks in funding and personnel, "senior and administrative offices and methods have remained relatively unscathed by the last eight years of university cutbacks."

Whenever this particular issue is raised, it is normally met by administrators with the most convincing reasons for the invisibility of limiting their own authority and number. These reasons are accepted by faculty and their associations with a tolerance that is by no means reciprocated when academic teaching and research units present their own often desperate needs and requirements. And the comparable size of central administration, with attendant salaries, is not lost on Provincial Ministers of Finance, who inevitably infer that this reflects adequate funding throughout the university as a whole.

To whom are the accountants accountable? To point to the provincial government or even to the university's board of governors is sidestepping the issue - although both these bodies have degrees of control over the institution's finances, neither of them would conceivably recommend the specific elimination of any particular department, let alone of an individual position within the university's structure.

The problem lies in large measure with the perceived role of the central administration. In many universities, the administration is in fact termed "the university", as distinct from regular teaching and research staff (viz contracts made between "the university and the faculty association"). But who indeed forms the true basis of a university?

The roles of a university are many, but fundamentally they are to expand the frontiers of knowledge (i.e. to perform research) and to teach. It is teachers, researchers, and students that form a university; the purpose of the administration is to assist them. When the teaching and research functions of a university suffer major attrition while less necessary bureaucratic structures maintain themselves or even expand during times of severe financial cutback, it may well be that the institution's priorities are sadly at fault.

Jonas Lehrman
Faculty of Architecture
University of Manitoba

Long live rod, perch or pole

It was with some pleasure that I read Michael Skolnik's "Commentary" on the metric system in the October 1983 issue of the CAUT Bulletin. There is another way in which the enforced use of metric measures may change our environment, in addition to the de-humanizing effects on our lives so well elaborated by Professor Skolnik, and that is

in our use of everyday, or idiomatic, expressions in English. Some examples of this which come readily to mind are:

Give him an inch and he'll take a mile.
I'd walk a mile for one of your smiles (popular song).

Pound of flesh (Shakespearean origin in the Merchant of Venice).

Inching one's way forward.

Missing by a country mile.

A milestone (literally and figuratively).

Miles to go before I sleep (Robert Frost: Stopping by Woods on a Snowy Evening).

Dying by inches (originally "death by inches" in Shakespeare's Coriolanus).

Every inch a sailor, a king or what-have-you.

Half-pint (someone small in stature).

There are of course scores more examples in literary usage. Readers are invited to compile their own lists and to try to provide metric equivalents that don't make nonsense of the original expressions, e.g. "centimetering one's way forward". Hooray for our old irrational but human system of measures and hooray for Professor Skolnik. Long live the rod, perch or pole.

Dr. P. S. Taitt,
Executive Assistant to the
Vice-President (Facilities & Services)
The University of Alberta

M.P. seeks advice on crime data

The proposed academic advisory committee of the Canadian Centre for Justice Statistics has yet to be established, which

means that advice as to what statistics will be collected and published is sought solely from the federal and provincial government departments concerned.

As a sociologist who has worked for years on crime statistics, I've long been concerned with inadequacies in available Canadian data, for purposes of academic research. Would anyone with similar concerns please let me know? As Justice critic for the NDP caucus, I'm in a position to take up this matter.

Lynn McDonald, M.P.
House of Commons

Threat from within

The CAUT proposes lobbying action to counter threats to academic freedom by politicians and others outside of the university community.

In 20 years of teaching, I have experienced many threats to my academic freedom, and by far the majority have come from within the university community, from other professors, from university administrators, from students, and from special interest organizations.

The important threats to academic freedom in Canada arise from the pressure on university teachers to maintain the status quo in university teaching, research, administrative structures and administrative practices. There is a practical prohibition of critical analysis of academic and scientific dogmas now in vogue. Professors are required to engage in the "publish or perish" rat race, with its massive production of irre-

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PRESIDENT University of Windsor

The presidential search committee of the University of Windsor invites nominations and applications for the position of president. The appointment is effective September 1, 1984.

The University of Windsor, Canada's southernmost university, is a provincially supported institution of higher learning and research. Its enrolment of 8,400 full-time and 4,300 part-time graduate and undergraduate students is both regional and international in origin. Degrees are offered in the Faculties of Arts, Social Science, Science and Mathematics, Education, Law, Engineering, Human Kinetics, Business Administration and Graduate Studies, including the Schools of Computer Science, Dramatic Art, Visual Arts, Nursing, Social Work and Music.

The University employs 1,300 staff and faculty; the current operating budget is about 62.5 million dollars.

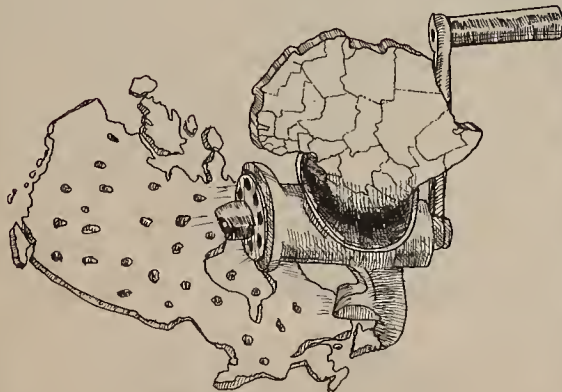
Please submit nominations and applications and address all inquiries to:

The Presidential Search Committee
University of Windsor
Windsor, Ontario
N9B 3P4

Commentary

by J.B. Webster

Right mix, fair mix, or natural mix



Murray Long

The *Right Mix* is a report concerning foreign students in Canada which warns academics here about the impending flood of such students about to inundate our universities. It was published by the Canadian Bureau for International Education.

Whether the report is for or against international education is a question which the perceptive reader will ponder after laying aside the pamphlet. Like the platform of Canadian political parties, the *Right Mix* demonstrates no ideology or philosophy. Rather, it has a little for everyone, something for the fringe lunatic racist and Canadian chauvinist or nationalist, something for the tolerant humanitarian and left wing internationalist. Out of a plethora of contradictions, one is most glaring.

The *Right Mix* argues that too many foreigners from any one region of the world should not be allowed to congregate at a single university in Canada. According to this reasoning, foreigners will gang together, exclude Canadians from their social affairs and thereby limit both their Canadian experience and the usefulness of the foreigners' international experience to Canadian students. It is more than implied that too many dark skins walking around one university campus might bring out the ugly racism just hovering below the surface in the Canadian population. Consequently, the *Right Mix* advises us to spread the foreigners around so that they will be "more generally distributed across the country." This might be called the scatter theory.

Twenty pages further along, the *Right Mix*, without apparently realizing it, contradicts its own scatter theory. It notes the inappropriateness "of the education received by foreign students from Third World countries as to its relevance, its effectiveness, organization and adaptability." The *Right Mix* fears that this mis-education may alienate students from their own societies and urges universities to create

specialized curricula for foreign students. Most Canadian universities do not have the resources, expertise in personnel or most of all, finance, to engage in such a desirable exercise.

Dalhousie University, for example, has made a substantial investment in African studies. Many Dalhousie professors have had experience in Africa, many continue to be involved and expect to continue to be involved in African affairs. The building of this centre of excellence has been long and arduous and (The *Right Mix* should note) expensive. Such a centre makes little academic or financial sense unless it is patronized by a substantial number of



THE UNIVERSITY OF
MANITOBA

invites applications and nominations for the position of
Dean of the Faculty of Science

The Faculty of Science at The University of Manitoba has a complement of 190 faculty and 90 support staff. Its twelve departments and units span the Biological, Mathematical and Physical Sciences; they offer a full range of undergraduate Science programs for approximately 4000 students enrolled in the Faculty, courses for a large number of students from other faculties and schools, and M.Sc. and Ph.D. programs for about 290 graduate students.

Candidates should have an active commitment to research in a major field of Science, have a commitment to advancing higher education in Science, and have strong leadership ability. Relevant administrative experience and knowledge of the Canadian educational system would be assets.

The appointment is expected to commence July 1, 1984 and will be for a term of normality five to seven years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications with the names of three persons from whom confidential references may be obtained, nominations and suggestions will be received until December 1, 1983, and should be forwarded to: Dr. F.G. Stambrook, Chairman, Advisory Committee for the Dean of Science, Room 202 Administration Building, Winnipeg, Manitoba R3T 2N2, Canada.

African and Canadian students. Centres of regional international excellence have been created at other major universities catering to the Orient, the Islamic World and Latin America. They can only be maintained and gain international credibility if they attract numbers of quality students from the region in which they specialize. It is a sure sign of mediocrity if a Centre for African studies, for example, attracts few Africans. Canadian students would be well-advised to shy away from such a centre. The *Right Mix* would scatter the Dalhousie African student community from Vancouver to St. Johns. Centres of excellence rather than scattering foreign students from select regions.

The three universities of Halifax — Saint Marys, Mount Saint Vincent and Dalhousie — have a very substantial student population from the Caribbean. To our shame we have not catered to the Caribbeans as we have to Africans. Our historic ties are with the Caribbean. Many Afro-Nova Scotians originally settled here from the Caribbean. We are the closest Canadian universities to the Caribbean and many of us — possibly a greater percentage than anywhere in Canada — have enjoyed our vacations in the sun and the music, in the good food and generous hospitality of the Caribbean.

The number of Halagonians who turn

out to Caribbean cultural festivals, the number who love and can move to the rhythms of the Caribbean is unusually high. In return, numerous Caribbean peoples vacation in Halifax and probably understand Nova Scotia better than any other peoples in the world. For Bermuda, for example, the universities of Halifax serve as their national institutions. Possibly the very naturalness of Nova Scotia-Caribbean relations — that we hardly look upon West Indians as strangers from the Third World — is responsible for our failure to develop specialized curricula for them to the degree that we have for Africans.

Either Halifax or Toronto, which also has numerous West Indian connections, should have a Centre of Caribbean studies. But to scatter African and Caribbean students all over Canada would reverse present accomplishments and prevent further adaptation of curricula to their special needs. If the Canadian Bureau was truly for international education, as its name implies, one would have thought that it would have come down unequivocally in favour of centres of excellence and a cluster theory. Canadian embassies abroad should have been urged to encourage enquirers to seek entrance to Canadian universities which specialized in their region. There are surely enough international regions for every Canadian university to stake out a claim to one of them.

Even in the hazy days and certainly under current financial restraint, Dalhousie could not adapt to the special needs of the Orient, India, the Middle East and Latin America. It is only fair that Chinese and Indians, Latins and Arabs should be warned that if they come to Dalhousie, they will be cut off from academic contact with their cultural roots, that Dalhousie has little special to offer them and that probably they would find the expertise they seek in another institution which would value them and their culture more and utilize them as resource personnel.

It is inconsistent that the *Right Mix* should favour scattering foreign students and at the same time worry about alienation. Suppose Dalhousie's African students were scattered across Canada. Cut off from their cultural roots and graduated a few years later within an all-Canadian environment, are the prospects of alienation not increased? Will they not be so Canadian by the time of graduation that many will not wish to return home? The *Right Mix* implies that we should be assimilating the foreigners. That is exactly what we should not be doing. Rather universities should encourage them to perpetuate their culture, cultivate their roots and develop their national characteristics. To accomplish this, they must do what the *Right Mix* finds so objectionable. They must group together and exclude Canadians.

It is only if foreigners — Africans in this case — perpetuate their national

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Professor Webster is with the History Department at Dalhousie University.

LETTERS LETTRES

relevancies, trivia, and errors. This is done through equating research with publication, especially in refereed journals. There is pressure to continue the lecture system of teaching, and to discourage the use of the several alternatives that produce more effective learning.

During my education I was exposed to many theories and schools of thought that later proved to be in error, or irrelevant, or both. As a professor I have become aware that errors flourish in many academic and scientific fields. Error persists and flourishes because people organize to secure personal advantages through group action. In my fields of interest, geography, environmental analysis, environmental management, recreation and tourism, there are many organized errors. Indeed, some respected textbooks are veritable compilations of errors.

Every error has associated with it a leading person or small group, and some followers or adherents. These groups act continually to protect and support their positions and this may include silencing or destroying critics. They act everywhere power can be exerted in academic institutions and organizations.

The emphasis of universities on 'original research' has contributed to the practice of judging 'new research' and 'original ideas' very leniently. The effect has been to produce a vast literature of error, and the widespread use of published errors in teaching and research.

The widespread publication of errors in refereed journals is an important part of the problem. The explosion in the number of refereed academic journals may be explained by the need of so many teachers and researchers to publish or perish. But the reliability of the system of refereeing has been seriously eroded by the same cause. Groups of people agree to support certain kinds of work, certain theories, the use of certain statistical or other techniques, or other special interests. Special interest groups have been able to control access to many publications, and to control the criteria used in acceptance or rejection of manuscripts. In many cases, there are no longer adequate audits of accuracy, validity of evidence, and so on; 'truth' is defined by the needs of special interest groups and powerful individuals.

Many people have vested interests in preventing the recognition of specific errors. Many people also have vested interests in preventing recognition of the enormity of the literature of learned error.

All special interest groups have a common enemy, the informed and dedicated critic, and this explains why there is such widespread and effective opposition to critical analysis in Canadian universities and ancillary institutions.

Before CAUT starts to lobby legislators and the public to support the ideals of the universities, I suggest that it investigate the vast and growing apparatus of conformity that has developed within the academic community in Canada to preserve 'right thinking' and to discourage effective criticism.

Although few academics seem to love a critic, it is in the best interests to at least tolerate the few that are likely to emerge if the present real sanctions against criticism are relaxed.

Over a period of five to 20 years it may be more prudent to encourage criticism rather than to discourage it. So many comfortable beliefs, concepts, research practices, and teaching practices are in error, irrelevant and/or wholly worthless that there is the potential for great embarrassment in many academic subjects. Would it not be prudent to begin to correct these errors, instead of

encouraging the continued stockpiling of errors?

Criticism can be significant only if it occurs in significant amounts, and is accepted as a legitimate teaching and research activity. This will require that critical analysis be considered at least equal to 'original' research. At a minimum, it will require ending the vicious treatment of critics which appears now to be the norm in Canada's universities.

University practice in Canada seems to have produced an increasing amount of group-think, because of the active and persistent discouragement of dissent and criticism. As a result, universities are now better adjusted to meeting the needs of the past. Recent economic, social, and environmental events have produced new challenges; the ways of the past are no longer appropriate. We need more useful guidance to meet present and future needs, and some of this guidance can only come from independent critics. This small but necessary part of the university system, now actively discouraged, must be supported, not destroyed. This is the most important issue of academic freedom in Canada today!

Louis Hamill
Department of Geography
The University of Calgary

Hope for better days

Concerning John M. Kirk's communication, "We must be choosy about ties with Latin American Universities" (*Bulletin*, September, 1983, p.4): Professor Kirk is understandably indignant about the deplorable "realities of academic life in the countries to the south" and about which the Inter-American Organization for Higher Education, as he sees it, reveals an "incredible naïveté". Accordingly, he proposes that Canadian-Latin American relations be limited by some "process of selectivity".

Who is to do the selecting? Professor Kirk would have us boycott institutions in Chile, Argentina, Uruguay, El Salvador and Guatemala, and presumably stop there. Others, noting current trends, might exempt Argentina. Still others might add Cuba where the suppression of dissent and critical discourse has been more effectively institutionalized than elsewhere in the Hemisphere. Then again, a closer look at some of the other countries, such as Paraguay or Nicaragua, might reveal additional culprits to be shunned.

Finally, to be consistent one would have to extend the "process of selectivity" beyond Latin America. What do we do about Poland, Iran, the USSR, Pakistan, both Chinas and a score of other countries which do not meet our standards by as wide a margin as Uruguay or Cuba?

Unfortunately, Professor Kirk's "process" is unrealistic. We had better maintain our connection with the Inter-American Organization for Higher Education and hope for better days. Meanwhile, we can make our own "selections" as individuals, as Professor Kirk has done, and not impose them on others.

Maurice Halperin
Professor Emeritus
Department of Political Science
Simon Fraser University

Dissidents in Tibet

I have a colleague who is interested in the plight of political dissidents in Tibet. At pre-

sent he operates independently of any organization; gathering information from sparse public accounts of events in Tibet, communicating with supporters of the Dalai Lama and writing letters to all and sundry including Prime Minister Trudeau and President Reagan. He has had some contact with members of Amnesty International.

I would be grateful to hear from any Canadian academics who are concerned with this issue; particularly people who are involved with large-scale exchange programs.

Gerald M. Clarke
President
Association of University of New Brunswick Teachers
P.O. Box 4400
Fredericton, N.B.
E3B 5A3

Objective to frustrate

Peter Gutkind (letter "Aid to Reagan," *CAUT Bulletin*, September 1983) attacks my article "CUSO's Politics and Soviet Strategy" published in the Winter 1983 issue of *CUSO Forum*. Gutkind suggests that I should become "the intellectual theoretician

of the Moral Majority."

Nothing in my *CUSO Forum* article (or in my other writings) gives Gutkind the slightest justification for implying that I believe in any god. As an agnostic, I think it highly unlikely that the Moral Majority would find me an appropriate theoretician.

In the article to which Gutkind refers, I drew attention to evidence that the African National Congress (ANC) of South Africa is a Soviet-line Communist front. I criticized CUSO for its support of the ANC, and for its sponsorship of a pro-ANC "solidarity" conference held in Ottawa in 1982. This conference proved hostile to Israel as well as to South Africa — a development that could not have come as a surprise to any informed sponsor, since the ANC has long been an open ally of the so-called Palestine Liberation Organization.

Gutkind fails to make clear what these points have to do with "Red-baiting," or indeed why it should be considered wrong to "bait" people who wish to establish or maintain ruthless totalitarian dictatorships. In fact I have no interest in "baiting" Communists; my objective is to frustrate them.

Kenneth H.W. Hilborn
Dept. of History
University of Western Ontario

Academic Freedom and Tenure Committee Call for Nominations

The Committee on Academic Freedom and Tenure solicits nominations for membership on the Committee.

Term of office for Committee members is three years. Members of the Committee are elected by the Board on the recommendation of the Academic Freedom and Tenure Committee, who strive for an appropriate balance in geographical representation, discipline and experience.

The Committee deals with grievances from faculty members at institutions with associations affiliated to the CAUT. In addition, the Committee is concerned with the promulgation of policy statements and guidelines on tenure, academic freedom, and with proper procedures for determining terms and conditions of employment.

Nominations to the Academic Freedom and Tenure Committee should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee and are requested by March 31, 1984, together with an indication of willingness to serve and a brief biographical statement on the candidate's academic background and experience in faculty association activities and academic freedom matters. CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.



Le Comité de la liberté universitaire et de la permanence de l'emploi Appel de candidatures

Le Comité de la liberté universitaire et de la permanence de l'emploi demande qu'on propose des candidats appelés à faire partie de ses cadres. Le mandat des membres du Comité est de trois ans. Les membres du Comité sont nommés par le Comité exécutif, sur la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi, qui s'efforce d'assurer un juste équilibre sous le rapport de la représentation géographique, des disciplines et de l'expérience.

Le Comité s'occupe des griefs des professeurs des institutions qui comptent une association affiliée à l'ACPU. En outre, le Comité voit à la promulgation de déclarations de principes et de directives touchant la titularisation, la liberté universitaire, les procédures à suivre pour déterminer les conditions d'emploi, etc.

Les noms de personnes à nommer au Comité de la liberté universitaire et de la permanence de l'emploi devraient être communiqués à Kenneth McGovern, président, Comité des élections et résolutions. Les candidatures doivent être envoyées pour le 31 mars 1984. Il faut joindre le consentement par écrit du candidat à exercer sa charge et une brève notice biographique indiquant ses antécédents universitaires et l'expérience qu'il a des activités d'une association de professeurs et des questions de liberté universitaire. ACPU, 75 rue Albert, porte 1001, Ottawa, Ontario K1P 5E7.

Accessibility

from page one

In addition, there must be enough university places provided for would-be students. "You...can appreciate the deleterious effect," Dr. Parsons told a Newfoundland service group recently, "of placing enthusiastic students on a waiting list for a chance to enhance their knowledge and skills, only to find out much later there is no room or space in the school or college".

The concept of accessibility, adds W.C. Found, vice-president of academic affairs at York University, in a recent newspaper article, does not guarantee access to all programs for all students, since some highly specialized fields such as medicine, for example, must be restricted to avoid training too many doctors. But, he points out, accessibility has come to mean that entrance to at least the basic arts and science program is assured for all qualified high school graduates and mature students.

Dr. Found argues that providing equal access to universities is more than an idealistic gesture. "Attendance at university is not the only way to achieve economic advancement, social adjustment and the development of a creative, democratic citizenry, but it is probably the most effective way to meet these objectives".

He says that accessibility will be even more important to society in the future. With technology changing so swiftly, the work force needs "adaptable, self-reliant" people. Universities can educate such a work force, benefitting not only the individual who attends university but also society as a whole.

The benefits of a university education to an individual, moreover, are undeniable. Unemployment statistics for last March, for instance, show that 23.4 per cent of all young people between the ages of 15 to 24 did not have a job. For young people without any postsecondary education the unemployment rate was an even higher 27 per cent. Those with a university degree, however, faced an unemployment rate of 9.6 per cent, lower than the jobless rate for the labour force as a whole.

Canada recognized the importance of its citizens' right to higher education when it, with the consent of all provinces, signed the International Covenant on Economic, Social and Cultural Rights in 1976. The thirteenth article of the covenant deals with accessibility.

Equality of access, however, has been threatened by years of tight finances at universities across the country, say university officials. "This year there has been a collision," explains Donald Savage, executive secretary of the Canadian Association of University Teachers, "More students are coming to university, but that's happening after 10 years of governments giving funding increases less than the cost of living".

In addition, provincial governments in some cases seem to be re-thinking their dedication to university accessibility.

In Ontario, for example, the province's Education Minister, Bette Stephenson, maintains that the govern-



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ment may no longer be able to afford to allow all students access to the university system.

Although the late Leslie Frost, former premier of Ontario, said in 1958 that "no person in this country who has the potential to make good in the university world...should be denied that education", Dr. Stephenson now says that times — and the postsecondary system — have changed. The promise of universal access, she says, was made when Ontario was in better financial shape and before the province's community college system was developed.

Despite such uncertainties about accessibility, however, students continue to flock to universities across the country. And, although official enrolment figures from Statistics Canada will not be available until sometime in December, the signs of an enrolment crunch are already beginning to be evident. It seems that although more people than ever before want to go to university, often there just isn't room for them.

Perhaps the most public demonstration that universities are having trouble coping with increased demands came this summer at York University. Officials there rejected 1,400 students who in other years would have found a place to study at the university. York raised its cut-off average for high school applicants to the arts and science program from 60 per cent to 70 per cent in an effort to keep first-year enrolment steady

at last year's level.

Cut-off averages were also raised in some programs at the University of Toronto in a bid to control the flood of applicants to popular faculties. This year's would-be students of engineering science, for example, needed an 86 per cent average to be considered for acceptance. Despite the increase in cut-off averages, however, university admissions officials were surprised when more arts and science students than expected actually accepted the university's offer of admission and showed up to register in September.

Other universities are turning to enrolment quotas in order to keep the number of students down. Because of financial constraints, Simon Fraser University was forced to limit undergraduate enrolment this fall. At McGill University, enrolment quotas were placed on some fields in engineering and on the faculty of management for the first time ever, in addition to quotas on traditionally restricted programs such as medicine and law.

At some universities the effects of increased enrolment coupled with decreased funding will not be felt until next year. Memorial University's registrar, for example, is planning to ask the university senate to approve a regulation stating that meeting the minimum entrance requirements may no longer be enough to gain a student acceptance in the faculty of arts. Across the country, the University of Alberta has boosted its admission requirement for high school

students next year from 60 to 65 per cent as a response to being "simply overwhelmed" by enrolment increases over the last two years, according to registrar W.A. Blanchard.

It wasn't supposed to happen this way. According to some projections made as recently as three years ago, enrolment at Canadian universities was supposed to decline during the 1980s.

With the baby boom generation officially at an end in 1982, Statistics Canada estimated that the 18 to 24-year-old age group (the traditional age range of undergraduate students) would shrink by more than 20 per cent by 1996. Statistics Canada projected that this would cause enrolment to decrease by 13 per cent, with the drop to begin this year and continue until 1996.

In another study, the Science Council of Canada also foresaw a 20 per cent decrease in the size of the 18 to 24-year-old age group. "It would seem reasonable to assume," the council concluded, "that full-time university enrolment will decrease by at least this amount over that period". (In fact, the effect of declining numbers may still be felt. This year, the 18 to 24-year-old group numbered 7,000 fewer than in 1982, according to Statistics Canada officials. By the mid-1980's, the drop will amount to 90,000 to 100,000 per year, with the decline expected to taper off in the mid-1990s.)

Researchers also projected an enrolment drop due to the participation rate (usually obtained by dividing the full-time enrolment in a country or province by the number of 18 to 24-year-olds). During the mid-1970s, the participation rate dropped for a short time in several provinces, causing statisticians to predict further enrolment decreases.

University officials offer several explanations for the unexpected enrolment increase during the past few years.

Edward Stansbury, vice-principal for planning and academic services at McGill University, attributes the rise in enrolment to people who in previous years would not have come to university. Less students are dropping out than in the past, Dr. Stansbury explains, and more seem to be opting for a university education in the first place.

"This year, people are saying 'I might as well go to university because I can't get a job. What else should I do?'"

The University of Alberta's registrar, W.A. Blanchard, agrees. "It's a function of the economy," he says. "When the economy turns down, postsecondary enrolment turns up. People want to make themselves as competitive as possible in a tight job market".

Others believe that university enrolment is on the upswing because of a more fundamental change in participation over the last decade.

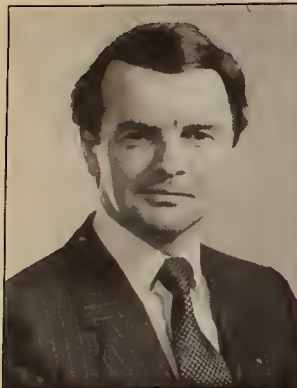
At a 1981 conference on university financing, David Foot, a professor of economics at the University of Toronto, warned participants that projections of an enrolment decline could not help but be wrong. The Statistics Canada and similar projections, Dr. Foot pointed out, "ignored" the 40 per cent of all university students in Canada who were 25 years of age and over and the 45 per



DALHOUSIE PHOTO SERVICES — CARLOS

Photos: Fall registration line-ups at Carleton (top) and Dalhousie (bottom).

Christine Tausig is an Ottawa writer specializing in education.



Secretary of State Serge Joyal

cent of undergraduate students who were attending university part-time. (In fact, in 1982-83, part-time undergraduate enrolment rose across the country, according to Statistics Canada figures, with dramatic increases of 15.5 per cent in Newfoundland, 10 per cent in Manitoba and 8 per cent in Saskatchewan.)

More women than ever before are also attending university, creating a further structural change in participation. The number of women at Canadian universities increased by more than 95 per cent from 1970 to 1979, according to Ron Levesque, associate executive secretary of CAUT. In addition, the participation rate of part-time graduate and undergraduate women over the age of 25 rose about 250 per cent at a time when the enrolment of "traditional" university students — full-time undergraduate males under the age of 25 — grew by only 16 per cent.

As well, the participation rates of sons and daughters from working class families, children of those who never attended university before, and those from ethnic minority groups, although still relatively low, are higher than they were 20 years ago.

It is these "non-traditional" students who are often jeopardized when the principle of accessibility is compromised. As Secretary of State Serge Joyal said recently: "I am concerned that if we were to abandon our general goal of full accessibility it would be people from under-represented groups that would suffer most."

For, despite all gains, some groups in society still do not have equal opportunity for a university education.

Postsecondary education is still a fantasy rather than a viable alternative for relatively disadvantaged adolescents in Ontario, states York University sociology professor Paul Anisef, author of several landmark studies of accessibility.

"There are still absolute inequalities," Dr. Anisef stresses.

In his most recent study, *The Pursuit of Equality: Monitoring Accessibility to Postsecondary Education in Ontario*, Dr. Anisef found that "the most intractable problem...is clearly the inequality of university attainment by social class". Judging social class by the level of parental education, the study points out that less than 10 per cent of sons whose fathers had no schooling attended university, compared with well over 40 per cent of those whose fathers had a university degree.

The study also discovered that women

are still under-represented at universities and also tend to take different courses from men. Francophone, Italian and especially native Indian groups also have "markedly lower" participation rates than most other groups.

Geography also makes a difference in determining whether or not someone attends university. Llewellyn Parsons of Memorial points out that a student who lives in St. John's, Newfoundland or in the nearby largely urban area, for example, is three times more likely to attend a postsecondary institution than if he or she lived in a more rural area of the province.

Paul Anisef believes that such inequalities are often due to early barriers, such as poor counselling by parents or in the elementary and secondary schools, that keep people out of universities.

"Some people cling to the argument that those who make it into university belong there. They say it's the motivation or enthusiasm of young people that leads them to university," Dr. Anisef contends. "But we say, why such large group differences in that case? Rather than blame the victim, we have to look at sociological factors that impede entry to university."

Student aid, designed to improve access, may often add to inequities, charge some student leaders. Eileen Dooley, a researcher for the Canadian Federation of Students, points out that part-time students, for instance, only recently eligible for government aid, must begin paying back borrowed funds one month after receiving the money. That is no barrier for those who are working full-time and taking part-time courses for interest or to upgrade skills, Ms. Dooley notes, but it is a problem for a single parent who is attempting to juggle family obligations and part-time studies.

In British Columbia, recent changes to student aid have "disenfranchised" many students and thereby limited accessibility, says an angry Brian Stevenson, president of the University of Victoria's Alma Mater Society.

The B.C. government, he explains, imposed several new but retroactive criteria during the past summer to determine eligibility for aid. In June, the government announced a new definition of students who are financially dependent on their parents and whose parents' contributions therefore must be calculated when applying for aid. The new criteria states that students are considered dependent if they receive \$600 from their parents, live for more than six weeks at home, or drive their parents' car at any time during the school year or for four months before classes begin.

Students who had already moved home for the summer or even driven the family car before the criteria were announced, says Mr. Stevenson, lost out and, in some cases, were unable to return to university.

Another change introduced by the B.C. government this summer was to declare that in order to be considered full-time, a student had to take an 80 per cent course load. In the past, students were able to take a 60 per cent course load, work part-time and still be eligible for full student aid.

This change is especially restrictive for single parents, Mr. Stevenson argues. When the change was announced, he says, the two-year waiting list for campus day care disappeared within a month because so many single parents

dropped out when they realized they could no longer get student aid funds.

However, not all observers are convinced that decreasing accessibility and thereby shrinking the university system is wrong.

Ontario Education Minister Bette Stephenson questioned recently whether a high school student with average marks would have the ability or motivation to use a university education.

"What does a 65 per cent or 70 per cent high school mark indicate?" she asked professors at a meeting of the Ontario Confederation of Faculty Associations. "Does it reflect motivation, ability to learn, to memorize, to conform, or to think creatively?"

Still others, like Desmond Morton, a professor of history at the University of Toronto's Erindale College, welcome the possibility of enrolment declines in the future. In the 1960s and 1970s, when universities were expanding, Dr. Morton argues, "Ontario got more scholars for the dollar — but less scholarship."

Most students now at university have a minimum of academic aptitude and motivation, writes Dr. Morton in a recent newspaper article. They waste time, both of professors and more intelligent fellow students, and reduce the quality of the university.

"Good-natured arguments that everyone should have a chance or two at a costly but inappropriate education are no longer relevant," he says. "In a decade's time, Ontario's university system may be smaller. For our collective sake, it must be a whole lot better."

Dr. Morton's views are directly opposed to those of other university professors and officials.

"Anyone who can benefit from a university education should be allowed to go," says CAUT's Ron Levesque. "The dichotomy between quality and access is a red herring."

"Decreasing access will not increase quality," agrees Paul Anisef at York. "The two shouldn't be interconnected."

In fact, says Dr. Anisef, increased access makes the university a more interesting place, more reflective of society. "You could see that as a contribution to the quality of education."

Dr. Levesque maintains that if universities cut back on enrolment and create more competition for university places, children from lower income families will suffer the most. Middle and upper income parents will buy their children "the extra frills" such as private tutoring that will give them a competitive edge when they apply for acceptance to university.

"I'm already doing it and I don't have all the money in the world," Dr. Levesque admits. "I have a home computer; I send my kids to computer summer camp."

Concerns about accessibility have escalated to such an extent, in fact, that an Ontario group calling itself the Quality and Access Alliance formed this fall and began an advocacy campaign by taking out a quarter-page newspaper advertisement to draw attention to the issue.

"Do Ontario universities have a future?" the advertisement asks. "Do your children have a future in them?"

Response to the advertisement, according to sociology professor Janice Newson, head of the faculty association at York and one of the group's founders, was gratifying.



Registration line-ups at York

After the advertisement ran, at a cost of \$6,510 to the alliance, several groups approached the coalition to offer support. The alliance — there are no definite figures yet on its size — has found support among almost all faculty associations, as well as student and staff groups throughout Ontario.

In addition, says Dr. Newson, after the advertisement appeared concerned parents approached many of her fellow faculty members. "There's a genuine concern among parents. They're really worried about whether or not their kids will get into university."

How can parents ensure that universities will have room for their children in the years to come?

The answer, says Janice Newson and the alliance, lies in lobbying politicians for increased funding. The alliance plans to form a communication network for those concerned about accessibility and concurrent problems such as overcrowded classrooms and inadequate libraries, providing a "kind of pressure group" that will aid lobbyists calling for more university funding.

For Paul Anisef, another solution could be found in compensatory education programs for economically disadvantaged children, similar to the "Head Start" programs introduced in the United States during the 1960s. Such a plan, he says, must begin at the preschool level and extend throughout the elementary and secondary years.

Dr. Anisef also applauds programs such as the University of Toronto's transitional year, which allows disadvantaged students to "catch up" academically before they enter the mainstream of university education.

In the political arena, the federal government is also exploring options to ensure fairer access.

Secretary of State Serge Joyal recently announced that the government is considering "modest temporary funding" that would help universities to meet national objectives. As well, in an effort to increase accessibility, the government has issued a new publication to provide next year's postsecondary students with an updated list of federal sources of financial aid.

"Despite the climate of economic restraint," says Mr. Joyal, "there should be no backtracking from the public policy goal of full accessibility for all interested and qualified students."

"We owe it to the new generations of students who believe that this country offers them equal opportunity."

Les uns rentrent, d'autres pas

by Lise Bissonnette

The following editorial in Le Devoir indicates the gravity of the problem of access to universities and CEGEPs in Quebec. Lise Bissonnette notes the total lack of planning by the government of Quebec and by the administrations of the universities which has produced an unjust and anarchic situation. This problem is not technical but political. Who has the right to education and to what level?

Goutte à goutte, filtrent des informations sur la situation critique de l'accès aux études post-secondaires au Québec, en cette période de rentrée. Il est déjà trop tard pour prévenir les refus d'admission qu'auront essuyés injustement des étudiants qui satisfont aux exigences mais pour lesquels nul n'a de place. Ils sont des centaines et des milliers, surtout dans la région montréalaise, si l'on en croit les rapports de certains services d'admission. Le ministre de l'Éducation, M. Camille Laurin, affirmait la semaine dernière qu'il allait consentir des «mesures d'urgence»,

sans préciser lesquelles. Mais on voit mal comment il pourrait enrayer le mal même si, par extraordinaire, il arrivait à convaincre le Conseil du Trésor pour lequel l'éducation reste un luxe. Les universités ont fait leur choix à la lumière des règles budgétaires qu'on leur impose, et aussi selon les règles anarchiques du chacun pour soi. Ce ne sera pas le temps, dans deux semaines ou un mois, de tenter d'aller repêcher une clientèle découragée.

Le mal commence même à frapper les cégeps, malgré le droit reconnu des diplômés du secondaire d'être admis à l'enseignement collégial. Le Service régional d'admission du Montréal métropolitain (SRAM) révèle qu'environ 450 ou 500 d'entre eux, qui remplissaient les conditions d'entrée, n'ont pu trouver place dans l'un des 23 collèges de la région. On fait valoir que ce n'est pas énorme, en regard de plus de 36,000 nouveaux admis. Des directeurs de collège ajoutent que ces étudiants sont les plus mal préparés à s'inscrire des études postsecondaires: s'ils

sont restés sur le carreau après les trois «ours» rituels du processus d'admission, c'est qu'ils avaient les plus mauvaises notes. Ce raisonnement est en soi un scandale. Ces étudiants proviennent vraisemblablement de milieux qui ont rarement la chance d'aborder l'enseignement supérieur. Les en exclure maintenant, pour la plupart, c'est les en exclure à tout jamais.

Pour les admis, tout n'est pas réglé pour autant. Encore à l'aube d'une orientation professionnelle, leur droit de la choisir librement est sévèrement limité par le contingentement des admissions à certains programmes. Des milliers d'étudiants doivent se déverser dans des disciplines qui leur conviennent plus ou moins, faute de trouver place là où ils le voudraient. Dans certains programmes, on peut toujours justifier ce contingentement par l'absence de débouchés dans le monde du travail: rien ne sert de former des centaines de contrôleurs aériens pour des emplois inexistant. Mais dans une bonne partie des programmes contingents, cette preuve est loin d'être faite.

On ferme les portes faute d'équipement et de professeurs. C'est le cas pour l'informatique où on a refusé un candidat sur deux cette année à Montréal, malgré l'ouverture nouvelle de sept programmes dans autant de collèges. Boudé lors de la fondation des cégeps, l'enseignement professionnel devient peu à peu la vocation première et essentielle de ces institutions, et elles n'ont pas les moyens de s'adapter rapidement à cette évolution.

Tenus d'ouvrir leurs portes à tous, les cégeps font toutefois des efforts énormes pour recevoir la quasi totalité de la clientèle admissible, dans un programme ou l'autre. À l'université, cependant, ce sont des milliers d'étudiants qu'on exclut arbitrairement, selon des critères variant dans la plus parfaite anarchie, d'une institution à l'autre, et d'une discipline à l'autre. Dans la région montréalaise, cette année, les places contingentes semblent se produire pour les études en administration, commerce, ingénierie, informatique, communications. Qui peut affirmer que ces domaines sont sursaturés? Personne. La logique de ces refus ne tient pas au marché du travail mais d'abord et avant tout aux places disponibles.

On a vite fait, un peu partout, de s'abriter derrière un «boom» scolaire supposément imprévisible, qui serait né de la récession: faute de trouver de l'emploi, les jeunes ont intelligemment décidé de rester aux études. Ainsi bênit-on rétroactivement une absence de planification qui coûte bien plus cher à l'économie d'ensemble du système universitaire que les gonflements de la masse salariale. Il y a pourtant plusieurs années que les inscriptions augmentent au cégep et annoncent une hausse constante des aspirations de scolarisation au Québec. On a préféré y voir un phénomène exceptionnel et passager. Il persiste, et s'accroît à l'occasion de la crise. On se retrouve totalement désemparé.

Dès le moment où les universités ont été manifestement débordées, au tournant des années 80, et où certaines ont tiré la ligne pendant que d'autres s'interdisaient d'interdire l'entrée, il était temps de définir une politique d'accès à l'enseignement supérieur. La réforme des années soixante n'a jamais posé la question, parce qu'elle ne pouvait prévoir l'explosion. Jusqu'où va le droit à l'éducation dans une société comme la nôtre? Le cégep? Le premier cycle universitaire? Il est impossible de prendre des décisions justes et rationnelles sur la formule de financement de l'enseignement supérieur québécois sans prendre d'abord de décision là-dessus, une décision éminemment politique. Il y a maintenant un an et demi que le ministre de l'Éducation annonce la publication d'une politique d'accès à l'enseignement supérieur qui réponde à ces questions. Elle ne viendra pas, semble-t-il.

On s'appête plutôt à procéder de façon empirique, via la nouvelle formule de financement, qui subventionnera plus ou moins les nouvelles clientèles selon les secrets qu'elles choisissent. Il y a par exemple, cette année, \$6 millions de plus dans le réseau pour les clientèles dites du «village technologique». On espère, en généralisant cette approche dans les disciplines trop contingentes, attendrir les universités par l'appât du gain. Mais tout cela ne touchera pas à leurs politiques d'admission, à la vérification de leurs exigences, qui augmentent chaque année et qui déterminent selon des règles inconnues, derrière les portes closes des administrateurs, le degré d'accès des Québécois à l'enseignement supérieur. Pour un gouvernement qui a la manie du contrôle, il fait là une curieuse, injuste et désastreuse exception.

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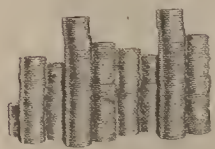
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B.C. academic tenure debate rages

If you want to cause a flap in a university common room, simply say you're in favor of abolishing tenure. Like moths to a bright light, the inhabitants of this most sacrosanct of preserves will stress intellectual freedom, cultural integrity, protection of the academics' ability to play the gadfly on issues of pressing social concern and of course the future of our children.

The issue of tenure has been dragged out of the common room recently by the B.C. government. And fascinating facts have come to light.

For example, Prof. Milton Friedman told me that a local journalist had scoured North America in search of an academic who would argue against tenure. Friedman was the only one he could find. Amongst the local academic community, Prof. Herbert Grubel of Simon Fraser alone has indicated that tenure may have certain disadvantages.

This is not surprising. After all, discussion about tenure is not some abstract consideration. It is a matter of academics' bread and butter. Tenure is to the academic what the closed shop is to a craft union.

The arguments in favor of tenure do not stand up. For example, take the old saw that tenure is necessary to protect the independence of academics — in particular to ensure that they will not be dismissed from their positions because of their stance on political issues. This argument has a superficial appeal. Somebody has to be able to say that the emperor has no clothes without fear that the result will be dismissal. But it does not follow that tenure will ensure an independent source of political commentary.

may just as easily yield an enclave of single-minded individuals who, under the protections of tenure, are able to systematically ensure that views (both scientific and political) contrary to their own are not represented in their department or university.

In order to acquire tenure, individuals must submit to a process of review by those already in the department. To be successful, candidates must often engage in political gamesmanship that would make the in-

A commentary by Michael Walker, head of the Fraser Institute

Reprinted from the *Vancouver Province*

famous machinations of Chicago's Richard Daly seem like musical chairs.

One argument for tenure is that it saves money. Current restraint in the province will not be well served by abandoning tenure, so it is said, because, unable to offer tenure, universities will have to offer higher salaries. That is undoubtedly true as long as tenure is retained elsewhere because tenure is a valuable aspect of the job. So, it does not follow that abandoning tenure will increase overall costs.

One of the great challenges facing the university today is to change the mix of courses to keep pace with needs. As students increasingly enrol in the "hard" disciplines, like science and commerce, more classes in these fields ought to be offered and fewer classes in the "soft" disciplines.

But the dean's dilemma is that resources must continue to be devoted to these less popular disciplines because, in part, there are so many tenured teachers in those areas. Elimination of tenure would make possible a more realistic and productive allocation of existing educational budgets. Even with higher salaries, therefore, lower costs might ensue.

And the plight of the children? Who will ensure that the children are prepared to deal with the demanding world if the academics are not protected in their research by tenure?

That argument certainly will not carry much weight with those being denied positions in some university because the universities have been unable to restructure their academic offering in the face of changed demand. Indeed, tenure may well be the single biggest barrier to the institutional flexibility we will need.

If academic tenure is discontinued in British Columbia's universities, the quality of higher education will be seriously weakened and the province as a whole will suffer.

Tenure does not mean guaranteed lifetime employment, because dismissals for economic restraint, incompetence, and other causes are already permitted by the Universities Act. Rather, tenure means that faculty members cannot be dismissed for expressing unpopular or novel views in their teaching, research findings, or community involvement.

Provincial Secretary James Chabot has said that tenure will not be withdrawn from university professors now holding it, but will not be granted in future contracts. Nevertheless, even if current tenure positions are secure, the dangers posed by the gradual erosion of tenure through faculty turnover are equally serious.

Those dangers can be illustrated with examples from our experience as members of the UBC economics department.

Discontinuing tenure would lower the quality of academic staff by making it more difficult to attract and retain the best faculty. As long as all other universities in Canada, the U.S., Britain, Europe, and Australia offer tenured positions, elimination of tenure in B.C. will put our universities at a disadvantage.

Accordingly, salaries would have to be raised to continue to attract highly, qualified people. Tenure can thus be regarded as a way of making B.C. universities a more attractive place to work at no additional cost to the provincial treasury.

Even with tenure, the UBC economics department has had problems in attracting and retaining the best faculty. In the past five years, four of the most productive senior members have been hired away from the department by the University of Toronto, the Massachusetts Institute of Technology, and two Australian universities.

In addition, four untenured junior members have resigned to take jobs at the University of Alberta, Dartmouth College, and two Japanese universities. In all those cases the individuals enjoyed substantial pay increases by leaving UBC.

It has not been easy to replace those people with others equally qualified. Everyone agrees with Universities Minister Patrick McGee that Vancouver is a pleasant place to live, but many job candidates have balked at the city's high house prices. Inability to offer salaries that would compensate for high living costs was a critical factor in our failure to hire a senior policy economist from Queen's University, and entry-level faculty who have gone instead to the University of Western Ontario and the University of Toronto.

Members of the department who were denied tenure have regularly taken jobs elsewhere at substantial increases in pay. They have gone to such employers as Bell Canada, Imperial Oil, the Bank of Canada, and the International Monetary Fund.

The awarding of tenure is far from automatic. Tenure is granted, after five years of employment, only to those who have demonstrated high standards of teaching and research.

For example, in the past 10 years the economics department has granted tenure to 7 people and denied it to 10. Six others have left voluntarily before their tenure reviews, several in anticipation of negative decisions.

Given the difficulties in hiring top-quality staff in recent years under constrained university budgets, elimination of tenure for future appointments will only worsen the

A statement by 29 faculty members of the University of B.C. Economics Department

situation. The problem will be most critical with respect to entry-level academic positions. That is the level at which most hiring takes place, bringing in the future lifeblood of the university.

Government policies to tighten the constraints on university budgets and rates of pay will further undermine the quality of higher education in B.C.

If tenure is discontinued and university quality declines, British Columbians will suffer in at least three ways.

First, the young adults of B.C. who aspire to professional, managerial, and other creative occupations will suffer. Of those who go on to higher education, the great majority do so within the province. Without high-quality teachers here, they will be at a disadvantage in competing against people trained elsewhere, and the best jobs here will be taken by migrants into the province.

The intent of university teaching is not simply to fill students' minds with information, but rather to foster critical and creative thinking. It is those abilities that equip individuals to deal with a changing world over a lifetime.

Mediocre academics can repeat the contents of textbooks and thus pass on information. But only those high quality researchers who themselves think critically and creatively can instill intellectual skills in their students. But professors who do not feel free to question and explore problems and issues from all perspectives, *without fear of reprisal*, cannot teach in that fundamental sense.

Second, the provincial government's attempts to develop greater industrial diversification and high-technology industry will be undermined. The classic examples of high-tech centres in the U.S. are Silicon Valley in California, Route 128 in Massachusetts, and Research Triangle Park in North Carolina.

The success of those centres would be inconceivable without the quality universities with which they are associated: Stanford and Berkeley, Harvard and MIT, and the University of North Carolina, North Carolina State University, and Duke University. It is also notable that those institutions all have considerable academic breadth and do not focus narrowly on science and engineering programs.

If the discontinuance of tenure reduces the quality of B.C. universities and therefore retards industrial diversification and technologically oriented industries, all British Columbians will be losers in the long run. Job opportunities will be reduced for all occupations — from the least to the most skilled — and standards of living will be lower than otherwise. The province will continue to suffer from its cyclical dependence on the forest, mining, and tourism industries.

Finally, discontinuing academic tenure will inhibit independent reflection on government policies and social problems. In a society like ours, in which important decisions are made by large, unaccountable bureaucracies, it is vital to have independent investigators who will publicly challenge their decisions.

Tenure allows university professors to help perform that watchdog role. (Related arguments can be made for the tenure of



"... and in the interests of restraint we could encourage even more future Nobel prizewinners right here in B.C. by shutting down the universities altogether."

by Michelle Morissette

Michelle Morissette is a freelance writer based in Vancouver. She will be reporting regularly for the Bulletin, on higher education events and issues in British Columbia.

"The figures don't tell the real story because they don't count all of those people who didn't apply for aid because they knew they didn't qualify," says Kevin Russell, ex-

"It has already been demonstrated that

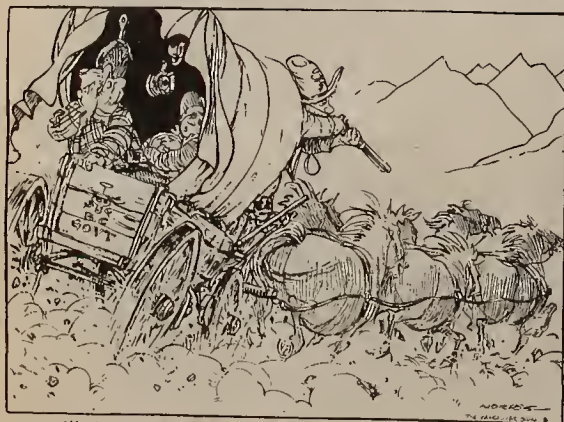
by Sarah Shorten

In travelling across the country during the last couple of months, I have had many opportunities to discuss with our members the significance of developments in public policy as it affects the universities. British Columbia presently provides us with the most glaring example of the failure of many outside the academic community to comprehend the basic principles of academic freedom and university autonomy which are integral to a true university. However, in all provinces visited, I was repeatedly reminded that colleagues across Canada are witnessing the growing tendency of governments to seek to

Spokesmen for students throughout the province are especially outraged with the fact that many students have been disqualified for aid because the new rules have

➔ p. 12

Resistance to Bill 3 is not just a matter of coming to the defence of our colleagues who are under seige in that province. It is our collective responsibility as members of the academic community to inform the public, and the politicians, of the conditions which are essential for the continuing ability of any university to perform its public duty. The exercise of responsibility is inseparable from the exercise of freedom, and history has demonstrated only too often the fragility of freedom when external pressures on academic decision-making are legitimized.



* Must be another way to slow down the wagon besides shooting some of the team.

Dr. Shorten is the President of the CAUT

par Robert Léger

Debate rages...9

managers and professionals in the public service, and for judges and the police.)

Academic freedom may sound like an elusive concept, but there are concrete examples of its value. For instance, research done several years ago by UBC economists on demand for energy suggested that B.C. Hydro's forecasts were greatly overstated. A summary of those research findings appeared in *The Sun*, and public debate on Hydro policies resulted.

B.C. Hydro has recently admitted that its earlier energy forecasts were too high. But we are now saddled with annual interest costs of hundreds of millions of dollars — enough to pay the entire UBC budget — for the construction of electric generating capacity beyond our needs.

Other examples of the importance of academic freedom do not always come down to dollars and cents in such a graphic way, but they do concern a wide range of equally important cultural, political, and social issues. It is easy to forget that the orthodoxies and "facts" of today were the heresies and "fallacies" of an earlier time.

Influential groups with vested interests have occasionally pressured the administrators of North American universities to dismiss academics with troublesome views. Only the existence of academic tenure has been an effective safeguard against such intrusions.

Tenure must be preserved, not only for university teachers, who currently have it, but also for all future academics who can meet the high standards of performance associated with tenure. This is not just an "academic" issue — in the long run, everyone in the province has a stake in the matter.

New aid plan...10

been imposed retroactively with no prior notification.

They add that the changes encourage students to lie or commit fraud.

"There's no question the system is clearly open to abuse," says Hender. "The ministry of education has not taken a terribly rigorous approach to verification in the past and there's no indication they've changed."

Awards officers also have their reservations about many of the new rules. They say the changes are putting undue hardship on those students who least need it and may eventually limit accessibility to universities.

Their two biggest concerns center around the timing of the announcement and around the fact that B.C. has been the only province to apply provincial guidelines against federal loans.

The lateness of the announcement has created a backlog in processing applications, bringing about a massive need for emergency aid. As well, it has resulted in many unnecessary disqualifications, they

say. The provincial guidelines have put B.C. students in the unique position of being unable to get the same amount of money as those in other provinces, even if their situation is identical, they add.

"Some of these changes were simply not justified even in the name of restraint," says Nels Granewall, manager of financial aid at the University of Victoria. "Had they simply been applied against the grant portion of the award, which is B.C. money, it wouldn't have hurt so many students."

"What is most unfair is that students who were half-way through their career training have had the rules changed in mid-stream and now they're likely to have to make some tough decisions whether to finish or leave."

While both students and awards personnel have met with ministry officials to express their concerns and ask for changes in the new rules, ministry spokesmen are firm in stating that there won't be any major readjustments.

The B.C. government may increase its contribution to the grants portion of the awards program, says Dick Melville, director of information for the ministry of education. "But it will only be a minimal increase and will only happen if an absolute need is shown."

Last year, intense pressure from financial awards officers and students forced the government to increase grant funds to \$8.7 million to meet increased demand.

"These new rules were designed to give help to students who really need it and to put a stop to professional students abusing the system," says Melville. "We had to tighten up because there was no way we could keep coming up with \$8 million under our restraint program."

Meanwhile the University of Victoria and UBC have taken steps to increase emergency aid to students still waiting for their award money. As well both have agreed to defer payments on tuition and residence until the award money comes through.

La croisade...11

ministère McGeer selon la-quelle le gouvernement n'a aucunement l'intention de toucher à la liberté universitaire et à l'autonomie des universités, l'Association des professeurs de la Colombie-Britannique propose un amendement qui garantirait ces deux points. L'amendement est rejeté par le gouvernement. Lors du vote des projets de loi en septembre et octobre, le gouvernement introduit d'autres amendements qui n'améliorent en rien la situation des employés des universités. Il en est de même pour les règlements adoptés.

Il est sûr que le gouvernement de William Bennett a les moyens légaux de mettre en place son programme. La vraie lutte se situe au niveau de l'opinion publique. Si le public de la Colombie-Britannique accepte à la longue ces politiques, cela aura un impact énorme, non seulement sur la côte ouest, mais pour tout le Canada.

Ontario

Parlez-vous français? Your students will

by Rosalind Riseborough

A wave of bright, bilingual students is about to break upon the Ontario university system. They will be demanding the option of taking their preferred courses of study in either official language, no matter what Ontario university they attend.

This is one of the messages to emerge from a Conference on Bilingualism and the Universities, held at Glendon College in Toronto this fall. The conference was organized by the Ontario chapter of Canadian Parents for French, and featured representatives of government education bodies, school boards, teachers, students and university administrations.

French immersion programs were introduced relatively recently in most parts of Ontario. The first elementary school immersion program for French as a second language was established about 14 years ago in the Ottawa Roman Catholic School Board. Since then, demand for such programs has increased steadily so that now 51 out of 132 school boards offer French immersion at the elementary level.

Opportunities for French immersion appear to be more rare at the high school level, and programs tend to be offered in those parts of Ontario with the highest concentration of Francophone population: Northern Ontario, the region around Ottawa, and to some extent, the Toronto area. Estimates of current enrolment vary between 51,000 and 57,000 elementary and secondary students. (Estimates vary depending on the definition of immersion used.)

Researchers have identified two waves or generations of immersion students. The first generation of students is bright, highly motivated and university-bound. The second generation tends to represent more of a cross-section of Ontario students. Many of these are also university-bound.

At the university level, there are three bilingual universities in Ontario: the University of Ottawa, Laurentian University in Sudbury, and Glendon College, an affiliate of York University, in Toronto. Students enrolled at these universities have the option of studying in French, English or both languages, in a variety of fields. Most other Ontario universities offer French language courses through their French departments. Rarely, is a course in another subject taught in French.

Will the current university system be able

to accommodate the growing numbers of students wanting to take their specialties in French?

Most conference speakers and delegates think not. Changes will have to be made to meet the second language needs of university students.

The three bilingual universities by themselves do not have the capacity to accommodate the large numbers of immersion students progressing through the education system. Moreover, students from other Ontario centres may prefer to attend a university or college closer to home, or may prefer a particular university for a particular program. There is a clear need for many more bilingual programs at the university level.

Universities need to examine the resources at their disposal for offering bilingual and second language courses. Conference delegates passed resolutions urging universities to determine whether they currently have faculty capable and willing to teach courses in a second language. As part of this, delegates said it was important to assess the second language needs and desires of students at the university.

Conference delegates and speakers stressed the importance of funding bilingual programs at the university level. Funding for promoting bilingualism in the universities is available from the federal Secretary of State. There are also federal funding programs such as language bursaries, fellowships for studying in French and special projects programs for exploring new courses and research in teaching French as a second language. These sources of funding are not limited to Ontario.

The CPF Conference focussed on the situation in Ontario. However, the role universities have to play in promoting bilingualism in Canada will need to be examined in other parts of the country. Elementary and secondary school immersion enrolment is growing all across Canada. Students in New Brunswick, Manitoba and British Columbia are showing increasing interest in second language learning.

The message is clear. Universities have to tool up now to prepare for a new generation of students: bilingual Canadians.

Rosalind Riseborough is a professional officer with the CAUT.

The University of British Columbia Occupational Therapy

FACULTY POSITIONS: Assistant Professor or above (tenure track) in the Division of Occupational Therapy. Candidates must be eligible for membership in the Canadian Association of Occupational Therapists, have a doctorate, strong research accomplishments, and field experience related to one or more of the following areas: pre-vocational and vocational rehabilitation, sensory integrative practice, and orthotic/adaptive equipment. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application by April 1st, 1984 for a starting date in the 1984/85 academic year.

School of Rehabilitation Medicine
The University of British Columbia
Vancouver, B.C., Canada V6T 1W5

University of Alberta VISITING POSITIONS IN MATHEMATICS

Up to four Visiting Assistant Professor positions are expected to be appointed (subject to funding) for September 1, 1984. Applicants in Applied Mathematics are preferred but applications in any field will be seriously considered. Starting salary approximately \$30,000.00 per annum. Please arrange for a curriculum vitae and three letters of reference to be sent to: Professor J.W. Macki, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1.

The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1984.

University of Alberta RESEARCH ASSOCIATE POSITIONS IN MATHEMATICS

Applications are invited for up to ten Research Associate positions (subject to funding) in all areas of Mathematics, starting September 1, 1984. Ph.D. required. Duties include research and teaching up to two courses per term. Salary range \$24,000 - \$29,000 per annum.

Send résumé and arrange for three letters of reference to be sent to: Dr. J.W. Macki, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1.

The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1984.

Nova Scotia

Suspensions surround Royal Commission on Post-Secondary Education

by Alan Story

Nova Scotia's Royal Commission on Post-Secondary Education has not begun public hearings and its recommendations are not expected for at least one year, but some faculty association officials are already formulating what could become "the worst case scenarios" arising out of the Commission's report.

"Our worst fear is that the Commission, influenced by a labour market philosophy of universities, will conclude Nova Scotia has too many universities and not enough community or technical colleges and recommend serious cutbacks. That will lead to the substitution of an inferior educational product which, in the end, will cost more money," says Vic Catano, president of the Nova Scotia Confederation of University Faculty Associations and a professor at St. Mary's University in Halifax.

The three member commission, appointed in February 1983 by N.S. Education Minister Terry Donahoe, has been given a rather broad mandate to review and recommend changes, subject to cabinet approval, in Nova Scotia's somewhat unique post-secondary system. That system, unlike those in most other provinces, is characterized by a number of small, traditional liberal arts and sciences universities dispersed across the province, one larger multiversity, Dalhousie, and the relative absence of community and technical colleges.

The Commission's main concerns are expected to be financial efficiency, accounting and "the province's ability to maintain the existing system of post-secondary education" which some Department of Education officials call "too rich for a small province such as Nova Scotia".

While faculty members have generally welcomed establishment of the much-delayed Commission because, in the words of one professor, "some recent government decisions show they don't have much idea of what's actually happening on our campuses", there remains suspicions as to what are the real intentions of the Buchanan government in setting up this Commission at this time.

"The Dalhousie Faculty Association suspects some members of the Nova Scotia provincial government are looking for mechanisms and justifications for more direct government control of universities in this province," begins the DFA brief to the Commission. "If it is the hope of these people that the Commission will advocate and justify such action, we expect the Royal Commission to disappoint them."

The June NSCUFA newsletter reported "wide-spread faculty apprehension that the provincial government has already determined its objectives in higher education and that the work of the commissioners will be irrelevant".

Since creation of the Royal Commission was first announced in February 1982, little has been done to promote confidence in its abilities to act as an objective and independent analyst of Nova Scotia university affairs.

It took 12 months to appoint the three commissioners and formalize their mandate. In the interim, the Buchanan government,

blithely ignoring the funding recommendations of the designated agency, the Maritime Provinces Higher Education Commission, significantly increased the long-term trend towards under-funding of provincial post-secondary institutions. In the past two fiscal years alone, the shortfall between MPHEC recommendations and actual government contributions to universities totals \$33 million.

Then in August 1982, the premier hinted none-too-subtly that Nova Scotia had too many universities. Within the month and without any consultation, the Tory government locked the doors on 25 faculty and staff and 72 students engaged in specialized studies at the Atlantic Institute of Education in Halifax. It was the first time in Canada that a degree-granting post-secondary institution had been abolished due to financial cutbacks. Rather than a well-considered educational "rationalization" resulting in significant savings that could be re-directed to other programs, the AIE closure was viewed by many as a cynical political attack against a small institution having few well-placed alumni and a negligible budget. If this type of slashing was meant as a lesson in restraint for the Royal Commission to follow, Nova Scotia faculty and students were, not surprisingly, worried.

When the commissioners' names were finally announced, they were tainted with political partisanship and a lack of experience. As well, Education Minister Donahoe ignored NSCUFA's oft-repeated request that faculty at least be consulted about the appointments. Commission chairperson, Rod J. MacLennan, a Truro, N.S. dairy company executive and a Conservative Party activist, admitted in a recent interview with the *Bulletin* that he has neither any close connections with universities nor any expertise — "except an open mind" — to debate questions such as academic freedom or the historic role of universities. Defensive about his party affiliations, MacLennan said, "who do you expect to be appointed, Marxist-Leninists?"

The two other Commission members are St. Francis Xavier geology professor William Shaw, a former deputy minister in the Buchanan government and a high-flier in Nova Scotia's offshore gas poker game, and Joan Gregson Evans, a Halifax actress.

Since then, the Commission's own appointments have raised some eyebrows. Over the summer months, E.L. Rowe, a recently demoted deputy minister of the Department of the Environment, was hired to conduct research for the Commission. Earlier, Rowe became a political liability after he labelled a group of Nova Scotia landowners, who had launched a high-profile court case against the spraying of herbicide chemicals, "environmental subversives".

With this uninspiring prologue, "we discussed at some length whether we should participate at all in the Royal Commission," says NSCUFA president Catano.

Both the NSCUFA and DFA briefs concentrate principally on a philosophical defense of the traditional liberal arts education and a moderately "autonomist" role for universities in the wider society. Rejecting the "instrumentalist view" — increasingly in vogue with bureaucrats, industry and most politicians — which views universities as having "the major responsibility for developing the professional manpower needed for economic growth" (to quote from *The Report of the Committee on the Future Role*

of Universities in Ontario), the NSCUFA submission quotes approvingly from the remarks of Dr. R.L. Watts, the principal of Queen's University:

Neither universities nor society can be isolated or independent of each other, for society and its economic development needs the knowledge which universities preserve and extend and universities in turn cannot fulfill their intrinsic function of creating knowledge without the culture and resources to nourish them. To see universities merely as instruments of economic development is to under-rate them; to see them as institutions which can be kept isolated from society, is equally to under-rate them.

The NSCUFA brief, echoing concerns of faculty across Canada, argues that the continued autonomy of universities is threatened by outside recessionary pressures while, at the same time, more and more demands are being made on their resources. "The most dramatic way in which governments interfere is through their funding policies," says NSCUFA.

The effect of recent disastrous funding decisions by the government in Nova Scotia, where the 1983-84 increase in actual dollars expended is 0.7 percent can be seen at both individual universities and across the province. At the University College of Cape Breton, for example, a professor told the *Bulletin* that over the past three years, full-time arts and science student enrollment has increased 109 percent, while the faculty complement has remained essentially the same and last year's funding increase in real dollars was only 4 percent. Provincially, students pay the highest tuition fees of anywhere in Canada, universities' operating grants per student are far below national averages, and the provincial government provided a mere 2.7 percent of total government



Commission head Rod MacLennan

funds for research in 1982, compared to more economically depressed Newfoundland at 15.4 percent and more affluent Ontario at 14.3 percent.)

Finally, citing statistics in the DFA submission, NSCUFA concludes that, although the federal as well as provincial government is deeply involved in the funding of universities, the Nova Scotia proportion of higher education funding has "decreased drastically" since 1979 and the provincial government "initiated the present straightened financial position of Nova Scotia universities".

The shorter DFA brief takes up concerns about barriers to university accessibility, improving the percentage of women who enter colleges and universities, broadening the demographic base of Boards of Governors, and developing further practical co-operation between the various degree-granting institutions in the Halifax-Dartmouth area.

If the philosophical debate on the big questions before the Commission is won by Nova Scotia faculty, or at least declared a draw, they expect that the losses on the smaller particular issues can be minimized. If not....



The University of Lethbridge

PROGRAM DESIGNER Tribal Management and Tribal Enterprises

This position, beginning January 1, 1984, has joint responsibility to the School of Management and Department of Native American Studies at The University of Lethbridge.

The successful candidate will be responsible for the development of the Tribal Management and Tribal Enterprises Program including:

- consultation with Indian Bands and government agencies
- development of curriculum, compilation of case studies, and teaching
- co-ordination and supervision of the applied studies component of the program

Candidates should have a Ph.D. in a Management field. Those holding an MBA or an accounting designation, together with relevant management experience, and/or a Ph.D. in a related non-management discipline will be considered. Knowledge of a native language and/or experience in working with native peoples is essential.

This is a tenure track position. Entry rank and salary are negotiable and dependent upon qualifications and experience.

Applications, together with curriculum vitae and transcripts should be sent to: Professor Christine Morris, Chairman, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.

Alan Story is a freelance journalist based in Halifax, Nova Scotia. He will be reporting regularly for the *Bulletin* on education events and issues in the Atlantic Provinces.

BARGAINING TALK NÉGOCIATIONS

by Howard Snow

Although most local associations have been covered by various provincial restraint legislation during the past year, there are still a number of universities at which negotiations are taking place.

As I noted in the last column, at Athabasca University the Faculty Association and the employer are negotiating special terms to be included in the Collective Agreement to regulate the employment of various "professional" staff members who are included in the bargaining unit. The professionals had for some time been covered by the same conditions of employment as the faculty, but in the last round of bargaining the parties agreed to establish a special negotiation to implement a position evaluation system. If the parties are unable to resolve the matter, interest arbitration is available. To date much has been resolved; the deadline for going to arbitration has been extended several times; nevertheless the outcome is in doubt.

At Calgary the Faculty Association and employer have signed a collective agreement for this year and negotiations on their framework agreement or "Agreement to Bargain Collectively" continue — slowly.

A number of unions in the Province of Quebec are engaged in negotiations which can best be characterized as very difficult. The legislatively-imposed salary roll-backs do not seem to have left the parties in an amiable mood for the purpose of negotiations.

Negotiations at St. Thomas University resulted in revisions to the monetary article which was the only matter subject to revision. However, following the settlement, the implementation of the salary change was delayed for some time and resulted in a disagreement over the proper method of paying increases. The matter was ultimately resolved to the satisfaction of the association only after filing several grievances.

Meanwhile, at Regina negotiations continue on a 1983/84 renewal to the collective agreement... Negotiations at Mount Allison for a first collective agreement continue slowly but it seems, at least for the present, steadily.

Acquisition of Bargaining Rights

The Brock University Faculty Association, which had expressed interest in seeking certification earlier this year, voted at a general meeting held in October not to pursue the matter further at this time. Instead they are making a further effort at improving their employment relationship outside of a formal collective bargaining regime.

Miscellaneous

Two other matters are dealt with more fully elsewhere in the *Bulletin*. First, in Ontario, the Divisional Court struck down portions of the provincial restraint legislation as being contrary to the Charter of Rights and Freedoms. Apart from that, of interest to CAUT members, was the broad interpretation which the three judges gave to the protection of freedom of association. They held that it includes the freedom to organize unions, to bargain collectively and to strike. Furthermore, they indicated that any infringements of these freedoms must be shown to be (in the words of the Charter) "such reasonable limits... as can be demonstrably justified in a free and democratic society."

Second, the situation in British Columbia remains fluid. As the matter has been covered in various articles in the *Bulletin*, I will not deal with it other than to note its great importance both for British Columbia and for the other provinces.



University of Saskatchewan

ACADEMIC POSITION CRITICAL CARE MEDICINE

A tenure-track academic position in Critical Care Medicine, as Director of the Medical Intensive Care Unit, is available in the Department of Medicine at the University Hospital in Saskatoon. Applicants should have, or be eligible for, specialist certification in Internal Medicine and have additional training in Critical Care Medicine. The opportunities and responsibilities related to this position include teaching, research, patient care, as well as organization and ongoing development of the Intensive Care Unit. In accordance with Canadian Immigration requirements priority will be given to applicants who are Canadian citizens or permanent residents of Canada. Applications, including a curriculum vitae and names of three references, should be forwarded to Dr. R. M. Bala, Professor and Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

Québec

Colloque sur l'enseignement universitaire assumé par des temps partiels

par Robert Léger

□ Une proportion énorme de l'enseignement est assumée par des chargés de cours dans les universités québécoises.

□ Les chargés de cours se sentent isolés les uns des autres et du reste de l'université.

□ Les chargés de cours ne se sentent pas insérés dans la vie de l'université.

□ Il y a conflit entre les chargés de cours et leur patron, et à l'Université du Québec le patron est souvent un professeur régulier...

□ A l'Université du Québec à Montréal, la situation des femmes chargées de cours est considérée très importante par le syndicat.

□ De plus en plus, les associations de chargés de cours au Québec optent pour la syndicalisation.

Les chargés de cours se sentent isolés: des étrangers dans l'université

Parce qu'ils participent peu à la vie universitaire, les chargés de cours se sentent dans bien des cas isolés les uns des autres, mais aussi des professeurs réguliers, des étudiants et des administrateurs. Ils souffrent de leur non-insertion dans l'université. Les décisions concernant les cours qu'ils donnent sont prises sans eux. Les assemblées départementales qui ont énormément de pouvoirs à l'Université du Québec sont composées uniquement de professeurs réguliers. Ils se plaignent que leurs salaires et leurs avantages économiques sont injustes comparés à ceux des professeurs. Ils voudraient plus de facilités pour se perfectionner et aussi de meilleures conditions matérielles (bureau, livres, etc.) pour pouvoir travailler. Pour toutes ces raisons, le professeur régulier est considéré comme un patron ce qui implique une certaine agressivité chez les chargés de cours.

La femme chargée de cours à l'UQAM

Le Syndicat des chargés de cours de l'Université du Québec à Montréal se préoccupe de la condition féminine. Dans le moment, environ 29 pourcent des chargés de cours à l'UQAM sont des femmes, proportion beaucoup plus élevée que pour les professeurs réguliers. Le syndicat voudrait voir ce pourcentage augmenter et, par une politique d'action positive, veut voir l'émancipation de plus de femmes à l'avenir. Par contre, à l'Université du Québec à Rimouski les chargés de cours sont plus préoccupés par la nécessité de garder les emplois de chargés de cours pour les gens qualifiés de la région.

Syndicalisation des chargés de cours

Le syndicat des chargés de cours de l'Université du Québec à Montréal (SC-CUQ) a obtenu l'accréditation en 1978; accréditation qui fut suivie d'une grève en mars et avril 1979. Ils sont affiliés à la CSN.

Les chargés de cours de Sherbrooke sont aussi accrédités, mais comme syndicat indépendant. Leur première négociation est commencée et la conciliation a été demandée.

A Chicoutimi les chargés de cours viennent tout juste d'obtenir leur accréditation (le 14 sept 83).

A l'Université de Montréal, les chargés de cours veulent s'accréditer depuis 4 ans, mais il font face à une dure lutte de la part de l'administration. Par contre à Rimouski, les chargés de cours ont joint le syndicat des professeurs dans une section séparée. La 1ère négociation est commencée ou devrait commencer sous peu.

A Rouen (U. du Q. dans l'ouest) et à l'Université Laval les chargés de cours veulent suivre l'exemple de Rimouski et joindre le syndicat des professeurs réguliers.

Par contre à l'Université du Québec à Hull, il n'y a pas de mouvement, soit pour joindre le syndicat des professeurs, soit pour créer un syndicat indépendant.

En résumé dans un certain nombre d'universités du Québec il y a un effort sérieux d'organisation syndicale chez les chargés de cours.

Robert Léger est un officier professionnel de l'ACPU.

Voilà les conclusions à laquelle j'en suis arrivé, moi, observateur "étranger", après avoir participé à un Colloque sur les temps partiels dans l'enseignement universitaire. Ce colloque organisé par le Syndicat des chargés de cours de l'Université du Québec à Montréal se tenait à l'UQAM le vendredi 9 septembre 1983. Il réunissait des chargés de cours de plusieurs universités du Québec, mais surtout de l'UQAM.

Présence massive à l'université

Dans plusieurs universités québécoises, les chargés de cours assument un très grande proportion de la charge d'enseignement. Ainsi à UQAM la proportion des Montréal (UQAM) la proportion des "groupes — cours" offerts par les chargés de cours étaient de 54 pourcent en 1982.

A l'Université du Québec à Trois-Rivières le nombre de chargés de cours est limité par la convention collective. Cependant cette limite aurait été dépassée dans les faits et un grief a été déposé par le syndicat des professeurs. L'enseignement serait dispensé à près de 50% par des chargés de cours. Dans les autres universités québécoises, on s'entend pour dire que la proportion de l'enseignement assumée par les chargés de cours dépasse 30 pourcent. Il y a quelques exceptions, par exemple à Polytechnique où il y aurait peu de chargés de cours. Par contre, dans certains cas, il semblerait que le pourcentage serait beaucoup plus élevé que 30 pourcent.

McGill University. Department of English

McGill University. Department of English. Hiring plans unsure for 1984. We will accept but not acknowledge vitae from persons experienced in film and communications, drama and theatre, Canadian literature, literary theory, and 19th century British and American. Only candidates with Ph.D. and publications will be considered.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Send applications to Professor David Williams, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6.

New policy to govern university programs in federal penitentiaries should be opposed

by Ian Morrison

The Solicitor General of Canada has proposed a new policy which will change the essential nature of university programs in penitentiaries, and which will discourage enrolment in the programs and bring about their eventual disappearance. This article outlines the implications of and reactions to the proposed policy.

Over the past ten years, in several federal penitentiaries, a few Canadian universities have carefully developed a special type of university program for prison inmates. This program has been shown to be effective as a means of rehabilitation and of reducing the incidence of recidivism. The program consists of studies in the humanities and social sciences and has a unique rehabilitative design and a special developmental approach. It is different from a normal extension program, not only in respect of its rehabilitative aim and design, but also in respect of its student body. For example, most university students on the outside, especially older students, are well-motivated. Most inmate-students are very poorly motivated.

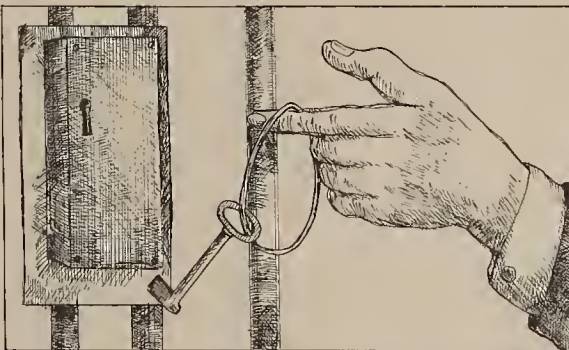
During the past ten years, the Ministry of the Solicitor General has met the cost of these special university programs, which have been offered in selected penitentiaries for some inmates who were judged able and willing to benefit from them. The programs have been made available free of charge to the students for the following reasons:

□ Section 20 of the Penitentiary Service Regulations not only authorizes but also requires the Ministry of the Solicitor General to make available correctional training designed, as far as practicable, to prepare inmates, upon discharge, to assume their responsibilities as citizens and to conform to the requirements of the law. More so than any other inmate activity or program, the special university program has been shown to do just that.

□ Many inmates who would otherwise do so would not enrol in a rehabilitative university program if they had to contribute in any significant way to its cost. This would reduce enrolments — especially first year enrolments — as to drive up inordinately the cost per student and thus make the program impracticable and eventually bring about its disappearance. Inmates almost always enrol in the program for a 'wrong' reason. They do not have the same motivation as students on the outside. It is only after they have been in the program for several months that they begin to develop a sound motivation.

□ If the university program were to be paid for in any significant way by the student-inmates, they would acquire undue influence over the selection of courses and instructors, with the result that courses and instructors would tend to be selected on trivial grounds quite unrelated to their value from the point of view of rehabilitation.

The Solicitor General has not understood the nature of the program or the above reasoning. On January 24, 1983, in the House of Commons, he announced that he was discontinuing the program in order to reduce expenditure. He said, "these programs cost \$3,500 per inmate per year. That



Murray Long

is a high amount. My hope is that post-secondary education can still be brought to them by self-help, by group sessions and by correspondence courses."

The Solicitor General's announcement resulted in a wave of protest from numerous organizations and individuals. It was pointed out that \$3,500 was not unduly high considering the real cost of university education, that the projected budgetary saving was illusory — if the effect on recidivism were taken into account — and that it would still cost something, and in many cases more, to have the inmates involved in other activities, for example, prison industry, which costs the taxpayer not \$3,500 per inmate per year but approximately \$12,000 per inmate per year.

Subsequently, on March 15, 1983, the Solicitor General made the following announcement at a meeting of the Standing Committee on Justice and Legal Affairs:

I believe now that I have found a way of continuing this program... I have asked the Correctional Service of Canada to develop a student loan program which will be exactly parallel to the student loan program that exists in the street for free young people.

Throughout 1983, representations have continued to be made to the Solicitor General by many concerned people across the country, by the Canadian education community, by the Canadian Association of University Teachers, by the Association of Universities and Colleges of Canada, by the Canadian Teachers' Federation, by the National Union of Students, by the Cana-

dian Association for Adult Education, by the various national associations active in the field of criminal justice, including the John Howard Society, the Elizabeth Fry Society, the Canadian Bar Association, the Canadian Association for the Prevention of Crime, the Church Council on Justice and Corrections, and others, by the Canadian Labour Congress, by the media, by Members of Parliament on all sides of the House, and by many other organizations and individuals, to the effect that:

□ The special university programs that have been developed in Canada in several prisons should not be continued;
□ They should not be weakened by off-the-shelf courses or by distance education or correspondence courses;
□ Their budgets should not be reduced; and

□ The student loan idea will not work and will result in the eventual disappearance of the program.

Despite the many well-reasoned representations, the Solicitor General has clung tenaciously to his position. He has recently written to Laval University stating that he plans to invite tenders from various universities for the provision of university programs in penitentiaries on the basis of the following:

□ Reduced expenditure;
□ A program consisting of three elements: correspondence courses, distance education, and conventional courses.

So there it is! The final position of the Solicitor General: reduce the expenditure regardless of the real cost, and transform

out of existence the coherent and effective programs that have been developed in Canada by substituting for them a hodgepodge of correspondence courses, distance education and off-the-shelf courses.

The Solicitor General has offered no rational explanations which bear examination. He has not consulted with the universities involved. From the beginning of this unfortunate affair, the decisions have been made arbitrarily. He is unwilling to consider the matter from the point of view of rehabilitation. He is unwilling to consider other and more acceptable ways of reducing expenditure. And he is unwilling to consider the option of reducing expenditure by increasing the enrolments in university programs, thereby decreasing the expenditure level of some other and comparatively more expensive inmate activities.

There is no question of priority involved, as the Solicitor General's office has suggested. The Correctional Service of Canada has a budget of approximately 20 million dollars per year for about 2,000 inmates enrolled in educational programs at all levels, from basic literacy training to the university level. There is adequate budget for all levels of education in Canadian penitentiaries, including the university level. It therefore makes no sense to try to justify the cancellation or curtailment of the university programs on the grounds that the priority must be placed on the lower levels of education.

The fact is that last winter the Solicitor General decided, without adequate reason, to discontinue the special type of university program that has been developed in Canada for prison inmates; and now he simply does not want to change his mind. Despite the countless representations he has received, his position remains essentially the same as it was last January 24.

In September, in order to implement the Solicitor General's educational views, the Correctional Service of Canada drew up a statement of principles to govern university programs in penitentiaries. According to those principles,

□ The Correctional Service of Canada (not the universities) will exercise overall control of the university program;

□ The inmate-students will be required to contribute significantly to the cost of the program;

□ The program itself will be transformed from the specially organized rehabilitative program it has been into a pot-pourri of correspondence courses, distance education and off-the-shelf courses;

□ There will be no guiding purpose, as the statement of principles makes no mention whatever of either general goals or specific objectives.

The Canadian Association for Adult Education has undertaken to develop, in consultation with interested people within the university community, a statement of principles which would be acceptable as a basis for university programs in prisons. Copies are available on request. The Solicitor General has been invited to participate in a meeting to discuss the matter. In the meantime, we suggest that Canadian universities and university teachers refuse to accept the statement of principles that has been developed by the Correctional Service of Canada, and decline to offer educational services until an appropriate statement of principles has been agreed upon by the Solicitor General and the Canadian university community-at-large.



University of New Brunswick Department of French NOTICE OF VACANCY

Applications are invited for a one-term appointment (January 1-June 30, 1984) as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates should hold a Ph.D. in the field of French (or Applied Linguistics (translation, terminology, semantics), and should have a native or near-native command of French, together with experience in teaching French at the university level. The position requires teaching at graduate (MA) and undergraduate level in Linguistics as well as language courses in French. The 1983-84 salary range is \$26,243 - \$37,269. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 46555, Fredericton, N.B. E3B 6E5. The appointment begins on January 1, 1984 with closing date for competition declared when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Ian Morrison is the Executive Director of the Canadian Association for Adult Education.

SOUTH OF THE BORDER

by E. Patrick McQuaid

Resolution in Washington; conflict in Cambridge

"We have grasped the mystery of the atom and rejected the Sermon on the Mount. Ours is a world of nuclear giants and ethical infants. We know more about war than we do about peace — more about killing than we do about living."

—US General Omar Bradley

When a chief of state, say, the president of the United States, just for argument's sake, wants to start something, he may call on a shallow pool of faculty and graduates from the U.S. Military Academy at West Point, the Naval War College, and the National Defence University (to name just a few) for advice and consent. But suppose the White House wants to settle something, or avoid a conflict altogether: where can the President turn?

Legislation to create either a Department of Peace or a federal Peace College has been inching its way through Congress since the signing of the Declaration of Independence. The most comprehensive Bill yet died in last year's rush to adjourn Congress but was resurrected this term with 54 Senate sponsors and another hundred or more in the House. It would establish an endowment of \$31-million — a tenth the price of a B1 Bomber and considerably less than funds sought by the Science for Peace committee at the University of Toronto to launch a "peace-keeping surveillance satellite" — to conduct research and postgraduate training on conflict resolution. Some \$15-million would go to purchasing a site for the United States Academy of peace, with \$6-million slated for maintenance during fiscal 1984 and another \$10-million for fiscal '85.

"We need an Academy of Peace," says the Rev. Theodore M. Hesburgh, President of Notre Dame University, "not to do away with conflict, but to learn and teach — as Kenneth Boulding (now at Swarthmore College) has so aptly put it — how to creatively 'manage' conflict, so that conflict can remain constructive rather than destructive."

Father Hesburgh is just one of numerous revered and honorables to lend their names to the letterhead of the National Peace Academy Campaign (which includes former MIT prexy Jerome Wiesner). Some recent campaign hand-outs note that "experts in conflict resolution" saved the heads of 50 hostages during the Hanafi Muslim takeover in Washington, prevented escalation of an already violent confrontation at Wounded Knee, and helped quell over three dozen prison riots ("sadly, no such experts were involved at Attica").

Concern that such an Academy would compete with existing diplomacy schools, such as the Naval War College, or become a launching pad for criticism of US foreign policy, has delayed a final vote on the legislation. Meanwhile, a Senate committee has amended the Bill so as to prevent the Academy from granting academic degrees.

Via his chief fiscal spokesman, Mr. Reagan has said that there is simply no need for a separate institution on peace studies. As a compromise, though, he would favor creating special programs for research and education under the charge of the US Arms Control and Disarmament Agency.

Academy advocates have also noted that mediators "achieved a near-miracle of peace-making" after former President Johnson ordered the marines into the Dominican Republic. Thus with his flair for the dramatic — in his pajamas and cowboy boots — Mr. Reagan may just turn out to be the perfect ally the peace campaigners need in their efforts to win over public opinion.

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The tally is in on a referendum, to ban nuclear weapons R & D in Cambridge, Mass., home to Harvard, MIT and some 60-odd Pentagon contractors. Noble Laureates lined up on both sides of the issue and those who opposed the measure (defeated 17,331 to 11,677) call their victory "a testimony to the vigour of democracy". The losers, who claim a moral victory, accuse the other side of "buying the election".

Advocates for a nuclear-free Cambridge raised and spent a total of \$23,000 in their campaign. The Citizens Against Research Bans, hastily assembled for the expressed purpose of defeating the petition, spent over \$125,000, much of it raised from sources outside Cambridge city limits. Even if the referendum had met voter approval, it is doubtful that the law could have been easily enacted.

The advocates saw the referendum as the litmus test toward mobilizing a national constituency to dismantle the nuclear-weapons industry. Opponents, wary of a domino effect, said the initiative undermined academic freedom and they threatened to challenge the vote in federal court on grounds that it was unconstitutional to meddle with national defence policies at the local level.

Spearheading the opposition was the city's prime Pentagon contractor, Draper Laboratories, once an affiliate of MIT. Draper is behind the guidance systems for the MX and Trident missiles, among other projects, and said, it defeated at the ballot box and in court, it would leave town, taking with it \$140-million in defence contracts, \$10-million (Draper's estimate) in contributions to the local economy, and 2,000-plus jobs.

Footnote: Mr. Reagan has grounded all negotiations on US-Soviet academic and cultural exchanges in the wake of the Korean airliner incident. That action includes consideration of the Bill to create a fund for Soviet and East European studies (outlined in the September Bulletin). Stay tuned.

Soviets call 20 exchange scholars home, citing fears for their safety in U.S.

by Malcolm G. Scully

Professing concern for the safety of its citizens, the government of the Soviet Union has ordered home 20 exchange scholars who were scheduled to spend the 1983-84 academic year at American universities.

The scholars, who were in Washington for an orientation program at the Soviet embassy before going on to their universities, were participants in an exchange program between the Soviet Ministry of Higher Education and the International Research and Exchanges Board, a nonprofit agency in New York.

A spokesman at the Soviet Embassy in Washington said the scholars were not being called home in retaliation for American sanctions against Russia, imposed after the shooting down of a South Korean airliner over Sakhalin Island September 1. Rather, he said, the visiting scholars could face harassment, intimidation, and physical abuse because of the current anti-Soviet atmosphere in the United States.

He said 20 American scholars in the Soviet Union under the same exchange program would be allowed to remain there.

The Soviets "have stressed to us that the entire American group is to remain in place in the Soviet Union," said Daniel C. Matuszewski, associate director of the International Research and Exchanges Board.

"The Soviets said that the Americans should be able to continue their work for the remainder of the year, and they have said they would like, later this year or early in 1984, to return their own scholars to the U.S.," Mr. Matuszewski added.

He said he took at face value the embassy's statement that the withdrawal was not retaliatory. According to the Soviet view, Mr. Matuszewski said, "The move was taken to stabilize the program and not to expose it to what they called some 'unpredictable events'."

Within several weeks, he said, officials at IREX would "communicate with the Russians about future plans for this group and begin to talk with them about tentative dates for their return."

The program that brought the Soviet scholars to the United States is one of two administered by IREX. The second — between the American Council of Learned Societies and the Soviet Academy of Sciences — has not been disrupted, Mr. Matuszewski said, although thus far "only a handful" of Soviet scholars have arrived in this country.

He said the Soviet scholars who had been called home were "either senior graduate students or junior faculty members engaged in some year-long research project, to finish a doctoral dissertation or to complete work on a first book."

The Soviet scholars "tend to be concentrated in the physical sciences — physics, chemistry, and mathematics, journalists, and philosophers," he said, while the Americans who participate in the program are primarily historians and social scientists. "Most of the Americans are focusing on aspects of contemporary Soviet society or on the pertinent Soviet past to bolster our analysis capabilities," he said.

While officials at the Soviet embassy said the action had not been taken in retaliation against U.S. sanctions, the recall of the Soviet scholars represented, at least in the short term, another step in the deterioration of the climate for educational and cultural exchanges that has taken place since the South Korean airliner was shot down. Shortly after the incident, President Reagan announced that plans to resume negotiations over a new agreement for educational and cultural exchanges had been scrapped.

The overall agreement under which those exchanges have taken place expired in 1979 and has never been renewed, at least in part because of U.S. displeasure over Soviet actions in Afghanistan and Poland and over the arrest of Andrei D. Sakharov, the dissident Soviet physicist.

Some educational and scientific exchanges have continued under a "gentleman's agreement," including the IREX program under which the 20 Soviet scholars had come to the United States.

The 20 Soviet scholars were to spend all or part of the academic year at 22 American universities: U. of California at Berkeley, U. of California at San Francisco, Columbia U., U. of Florida, Florida State U., Georgia Institute of Technology, Johns Hopkins U., Iowa State U., U. of Kentucky, U. of Maryland, Massachusetts Institute of Technology, State U. of New York at Albany, New York U., U. of North Carolina, North Dakota State U., Northwestern U., U. of Notre Dame, U. of Pennsylvania, Pennsylvania State U., Stanford U., U. of Texas at Austin, Virginia Polytechnic Institute and State U.

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University of Saskatchewan

Computer Science/Engineering
FACULTY POSITION

Applications are invited for two term faculty positions at the Assistant Professor level commencing January 1, 1984 to June 30, 1984. Applicants should have at least a M.Sc. (in Computer Science or Computer Engineering (or should be nearing completion of this degree)). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salaries will be set based on qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please direct enquiries and applications to: Dr. P.G. Sorenson, Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada; (306) 343-3763.

Canada's arms control and disarmament policy

by Derek Paul

Arms control and disarmament are fast becoming critical elements of Canadian foreign policy. The reason for this is not difficult to determine. Not only is the arms race proceeding rapidly in both quantitative and qualitative ways, but a new element has been superimposed on the concept of deterrence, namely that of counterforce, or the strategy of trying to prevent the other side from hitting back. No such strategy was foreseen at the time of the formation of NATO, and it is now clear that smaller nations are being dragged ever more deeply by the nuclear powers into new and more dangerous militarism.

What exactly is Canada's arms control and disarmament policy? To find the answer, one need only turn to selected speeches by the Prime Minister and by the Secretary of State for External Affairs. We need go no further back than the United Nations 1978 Special Session on Disarmament (UNSSOD) at which Mr. Trudeau addressed the General Assembly on May 26.

In his now famous speech, the Prime Minister enunciated a strategy of suffocation which would deprive the arms race of "the oxygen on which it feeds". The strategy comprises four measures:

- "a comprehensive test ban to impede the further development of nuclear-explosive devices";
- "an agreement to stop the flight testing of all new strategic delivery vehicles";
- "an agreement to prohibit all production of fissionable material for weapons purposes";
- "an agreement to limit and then progressively reduce military spending on new strategic-nuclear-weapon systems".

Since all four measures involve agreements, it is clear that the strategy is a bilateral or multilateral one. The ultimate intent of the strategy, the Prime Minister said, "is to halt the arms race in the laboratory".

In the same speech Mr. Trudeau discussed Canada's continuing concern to safeguard against the horizontal proliferation of nuclear weapons to states not in possession of such arms. Canada had "perhaps gone further in our support for an effective non-proliferation system than have most other countries".

He discussed conventional armaments and the seriousness of the problems which they generate including their use in 133 wars since 1945, involving 80 countries and 25

million deaths. He drew attention to the dilemma caused by arms production and stated that Canada "could accept any consensus that might be arrived at among suppliers to cut back on military exports". And further: "The incentive to acquire arms is rooted in the apprehensions of insecurity. The best way to allay such apprehensions is through collective regional agreements."

Thus we see several elements of policy in addition to the well-known strategy of suffocation: non-proliferation without withholding nuclear technology for peaceful purposes, a willingness to cut back arms exports multi-laterally, and the encouragement of regional security agreements.

Two speeches in 1982 by the then Secretary of State for External Affairs, Mark MacGuigan, outline the other main elements of current policy. The first was addressed to the Parliamentary Standing Committee on External Affairs and National Defence on February 25, and the second to the 25th anniversary commemoration of the first Pugwash meeting in Pugwash, Nova Scotia on July 16. These can be summarized as strongly supporting bilateral and multilateral arms control and arms reductions negotiations, specifically:

- INF, the bilateral Soviet-U.S. negotiations on intermediate-range missiles in Europe;
- START, the Strategic Arms Reduction Talks, similarly bilateral, and
- MBFR, the multilateral efforts in Vienna to agree on Mutual and Balanced Force Reductions in Europe.

He also reiterated Canada's interest in the Comprehensive Nuclear Test Ban Treaty (CTBT), and a ban on chemical weapons, for both of which endeavours Canada could play a role in the technical aspects of verification. Canada's interest in the prevention of militarization of outer space was also resurrected (see below).

In Mr. MacGuigan's February 25 statement, we find the first support coming from our government for an International Satellite Monitoring Agency (ISMA), which had been proposed by France at UNSSOD in 1978. The purpose of ISMA would be to monitor compliance with the terms of arms control, disarmament or other non-aggression treaties, and it needs to be seen as a world-wide service through UN auspices. The Secretary of State saw ISMA, however, as needing the co-operation and involvement of the super-powers as a prerequisite. This qualification of Canadian support for ISMA is disappointing to those who recognize the original French proposal as a means of breaking a Soviet-U.S. monopoly of satellite observation and verification, and thereby strengthening the U.N. At present such monitoring can be seen as part of the East-West conflict rather than a tool for world peacekeeping.

Mr. Trudeau addressed the Second UN Special Session on Disarmament (UNSSOD II), on June 18, 1983. Without abandoning the strategy of suffocation, he proposed "however, that it be enfolded into a more general policy of stabilization. I do not consider the strategy of suffocation to be in competition with current negotiations or with negotiations shortly to commence." These remarks were perhaps necessary because the INF negotiations which had begun since his 1978 speech, and the START negotiations, do not fit the description of suffocation policy, yet Canada is

Arms race, arms transfers and disarmament

From the Pugwash Council statement on the 33rd Pugwash Conference held in Venice, Italy, 26-31 August 1983.

The sheer magnitude of armaments and the arms race constitutes a global problem. During the past four years military spending has shown an upward trend, faster than in the previous four years, in spite of the deterioration of the world economy. Military outlays, by definition and particularly with respect to modern mass-destruction weapons, represent in economic and social terms the extreme case of waste.

Excessive military spending is particularly damaging for less developed countries because they have to rely on imports of their advanced military equipment, and thereby waste their scarce domestic resources so desperately needed for other purposes. Ample data exist to show that military expenditures contribute to inflation, do not lead to productive investment, draw on scarce human and natural resources, hinder economic development and international economic cooperation contribute to unemployment and have very little spin-off to the civilian sector.

Most of the harmful consequences of military expenditures also apply to arms transfers. Many economic and political benefits are commonly ascribed to selling arms, such as lowering per unit costs, improving balance of payments and reducing unemployment as well as gaining political leverage. In fact, on closer observation, they simply do not hold up.

The psychological effects of the arms race are of extreme importance. The need to arm is felt because of mistrust by one's neighbour. The neighbour feels the same, and feels justified in his mistrust by the — although allegedly defensive — armament efforts he observes across the border. At all times demagogues have tried to unite their own followers by convincing them that they were threatened by a common enemy. The ultimate solution of the problem of war must be that humanity recognizes that in our time all of humanity belongs to one group, and that there is only one common enemy: our own irrationality which prevents us from tackling jointly the truly global problems which mankind faces, and first among them the prevention of nuclear war.

Common security is based on mutual trust and openness rather than on fear and instilling fear. Towards this end the concept of confidence building measures needs to be expanded from the narrow military measures to which they have been confined, so that it includes anything which contributes to cooperation and collaboration. International attention should be turned to political measures of building confidence — mutual information, openness, as well as increased scientific, cultural and trade exchanges. Ongoing efforts such as the UN approved system for voluntary reporting of military expenditures and general international cooperation should be supported and encouraged.

Pugwash says NATO should defer missile deployment in Europe

The Council of the Pugwash Conference on Science and World Affairs has urged NATO to defer its deployment of nuclear missiles in Europe. The new set of nuclear missiles is scheduled for deployment in December if the U.S.-U.S.S.R. arms control negotiations in Geneva remain deadlocked.

At the same time, the Council has called on the Soviet Union to begin before December to reduce the number of SS-20s within range of Western Europe.

Pugwash says that the deployment and likely responses by the Soviet Union would increase tensions and reduce stability and might lead to the complete collapse of nuclear arms negotiations covering intercontinental as well as intermediate range systems.

The group, which includes prominent scientists and scholars from countries around the world, points to political factors, rather than military ones, as the prime cause of nuclear buildup.

"It is...political factors that make the continuing action-reaction syndrome in nuclear deployments so difficult to stop. The pursuit of 'parity' in nuclear forces — a seductive concept politically — is in fact

part of the problem, not of the solution.

"Sufficiency" of nuclear deterrent capability is the correct criterion," Pugwash says, "and in these terms the forces of both the U.S. and the U.S.S.R. are already much more than enough."

The group says that a successful agreement will have to account in some way for the French and British nuclear systems — a step the U.S. has so far opposed. It may also require separating out at least temporarily the matter of nuclear-capable aircraft — which the U.S.S.R. has so far opposed — while negotiating an interim ceiling on missiles.

The Pugwash Council pointed to dangerous trends in strategic forces, particularly the introduction of the cruise missile because of the difficulty of verification. The Council says that large scale deployments of the weapon would seriously jeopardize future proposals to limit nuclear armaments. It also expressed great concern over the growing interest in "pre-programmed response" and "launch-on-warning", saying that such strategies significantly increase the chance of accidental war.



THE GLOBE AND MAIL

NOTICE BOARD

Literary Criticism and the Computer: A conference on Literary, Criticism and the Computer will be held at the University of Victoria, British Columbia, Canada on 19-20 January, 1984. The conference aims to bring together scholars working in the field to discuss possibilities opened up to them by the advent of personal computers. Enquiries and registration: University Extension Conference Office, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada V8W 2Y2. Conference co-ordinator: Dr. J. Waelti-Walters, Department of French Language and Literature (at the same address).

La critique littéraire et l'ordinateur: Une conférence sur la critique littéraire et l'ordinateur aura lieu à l'Université de Victoria, Colombie-Britannique, Canada le 19-20 janvier 1984. Le but de la conférence est de réunir des savants œuvrant dans ce domaine pour discuter des possibilités ouvertes par l'avènement de l'ordinateur personnel. Demandes et inscriptions: University Extension Conference Office, Université de Victoria, C.-B., Canada V8W 2Y2. Coordonnatrice de la conférence: Dr. J. Waelti-Walters, Département de langue et de littérature françaises (même adresse qu'en haut).

Participation and Development in Africa: Proposals for papers and panels on all aspects of economic and social development in Africa are invited. Proposals on related topics are invited as well. The Anigonish Movement and the work of the Coady International Institute will be featured during the Conference, 9-12 May 1984. On invite la soumission de propositions quant aux communications et aux colloques se rattachant à tous les aspects du développement économique et social en Afrique. On accueillera aussi des propositions sur tout sujet apparenté à ceux mentionnés ci-dessus. Walter J. Kontak, Coordinator, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

CSHE Dissertation Award announced: Dissertations examining postsecondary topics completed in fulfillment of Ph.D. or Ed.D. requirements at a Canadian university during 1983 will be considered for a new award this year. The Canadian Society for the Study of Higher Education announces that a substantial gift of books from Jossey-Bass and an invitation to deliver a paper based on the winning dissertation will be given to the person whose submission is judged to show clear distinction. Deadline for submissions is January 31, 1984. Further details from Dr. Abram Konrad, Chairman, CSHE Dissertation Awards Committee, 7-133G Education North, University of Alberta, Edmonton, Alta. T6G 2G5 (403) 432-3651.

La SCES offre un prix d'excellence: Les thèses consacrées aux problèmes de l'enseignement post-secondaire, rédigées pour satisfaire aux exigences d'un Ph.D. ou d'un Ed.D. d'une université canadienne en 1983, pourront être présentées à un concours doté de prix. La Société canadienne pour l'étude de l'enseignement supérieur annonce, en effet, que la personne dont la thèse sera jugée digne de la mention grande distinction recevra en prix de nombreux ouvrages publiés par Jossey-Bass et sera invitée à présenter une communication. Date limite de présentation des candidatures: le 31 janvier 1984. Pour obtenir d'autres renseignements, prière de s'adresser à M. Abram Konrad, président, Comité des prix d'excellence de la SCES, 7-133G Education North, University of Alberta, Edmonton, Alta. T6G 2G5 (403) 432-3651.

A Call for Papers. The Popular Culture Association will be meeting in Toronto in 1984. From March 29 to April 1, scholars with an interest in Canadian folk and popular music will present papers and meet informally to share common interests. Those wishing more information should write or call Prof. Homer Hogan, Department of English, University of Guelph, phone (519) 824-4120, ext. 3881.

Association for the Advancement of Scandinavian Studies in Canada (AASSC). The Association's third annual conference will be held June 5-6, 1984 at the University of Guelph, Ontario. Inquiries and proposals for short papers on Scandinavian topics in any discipline (deadline December 15, 1983) should be addressed to Prof. H. Lane, Secretary AASSC, College of Arts, University of Guelph, Ontario, N1G 2W1 (Phone 519-824-4120, Ext. 3169). Late proposals will be considered if space permits.

The CAUT Bulletin accepts notices of conferences, calls for papers and announcements of publications in the September, December and April issues of the magazine free of charge. The notices must be typed double-spaced in a single paragraph starting with an underlined heading and must not exceed 100 words in total. Copy deadlines for the April and September 1984 issues are February 20 and July 20 respectively. Please direct requests to "Noticeboard", Liza Duhaime, CAUT Bulletin, 75 Albert St., Suite 1001, Ottawa, Ontario, K1P 5E7.



McGill University Montreal ARCHITECTURE/ART HISTORY

McGill University invites applications for appointment to the newly established Seldie Rosner Brantman Chair in Architectural History. The appointment is to be held jointly in the Department of Art History in the Faculty of Arts and the School of Architecture in the Faculty of Engineering. The successful candidate will hold a Ph.D. or have equivalent qualifications, will be a scholar with major publications, and have established an international reputation as an architectural historian and critic. For this chair, the University is seeking an individual who has broad experience in teaching and who will attract graduate students and direct their research, working closely with the Master's and Ph.D. programs and utilizing the unique resources of the Canadian Centre for Architecture. Fluency in French as well as English will be an asset. This tenurable position is at the rank of full professor and will take effect September 1, 1984. Salary is negotiable depending on academic qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send a detailed résumé and the names of three referees before December 31, 1983 to:

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Disarmament...17

deeply interested in these talks. The expression "enfolded into a more general policy of stabilization" has perhaps led people to conclude that the policy of suffocation has been abandoned. Rather, we might say that suffocation has, disappointingly, not been adopted by the super-powers; but we shall see that one of its elements has recently been reiterated by Canada as an item of highest priority.

Beyond this, the UNSOD II speech draws attention to the dangers of space wars: "Today, the Treaty on Principles Governing the Activities of States in the Exploration and Use of Outer Space is patently inadequate". This Treaty bans the placement of nuclear weapons in orbit but does not preclude other anti-satellite or space-weapon activities. Thus the UNSOD II speech recurs, along with Mr. MacGuigan's February 25 speech, an earlier Canadian policy element, introduced by the Conservative Howard Green in the early 1960's, to make outer space weapon free.

Canada's keen interest in verification aspects of arms control treaties was reiterated at UNSOD II together with some new financial commitments to support positive steps to such ends. In particular, Canada intends to help put certain verification arrangements in place (participation in the international seismic-data exchange) prior to the conclusion of the Test Ban Treaty (CTB). This is in effect the nature of a new principle: to prepare for future arms control by having the necessary technology and institutional arrangements in place prior to the conclusion of the agreement itself.

Lastly, a speech by the new Secretary of State for External Affairs, Allan MacEachan, was made to the Committee on Disarmament in Geneva on February 1 this year. This speech contains no new proposals, but it summarizes the most recent emphasis. It focusses on the importance of the INF talks, but reiterates Canada's concurrence with the NATO decision to deploy Pershing II and Ground-launched cruise missiles in Europe if these talks fail to produce concrete results by the end of this year. It further emphasizes work which Canada stresses as important for the Committee on Disarmament:

- progress towards a comprehensive test ban (CTB),
- a more effective non-proliferation regime,
- a convention to prohibit chemical weapons (CW),
- progress towards the object of prohibiting all weapons for use in space.

This list retains the CTB but does not sufficiently include the other three items of suffocation strategy. With so many measures requiring simultaneous attention and faced with such slow progress in current arms reduction negotiations, it is hardly surprising that Canada is not emphasizing all her peace proposals at one time, but rather is concentrating on two (CTB and CW) where there is a good chance of early success, non-proliferation where the super-powers have a common concern, and outer space, where there are as yet (let us hope!) no weapons deployed by either side.

And yet the urgency for the flight test ban on all strategic delivery vehicles, if properly interpreted, must surely be a top priority for Canada. Canada is the major territory over which such vehicles will pass in the event of war, and no Canadian, surely, is so naive as to believe we could escape unscathed.

Recently, cruise missiles and their testing have been hot political issues in Canada. It was pointed out by Prof. Franklyn Griffiths (*Globe and Mail*, January 28) that the START talks are the proper forum for negotiating limitations on the new air-launched cruise missiles (ALCM). He said "Canada should add an arms control precondition to its acceptance of U.S. ALCM testing. The precondition would be an American agreement to propose authentic ALCM limitation measures to the

Soviets in the START talks before the year is out, and to consult with Canada in working out the proposals."

But limitation of one class of missile does not greatly affect the arms race in the laboratory. For example, there has been no discussion of intermediate-range sea-launched missiles, which introduce a major source of new weapons capacity; unless stopped, the threats and counter-threats which they pose will continue to escalate. Another example of a missing element in current arms control policy is restraint in anti-submarine warfare research. Part of such research is directed at making it possible to track and hit nuclear submarines and is thus part of the dangerous counterforce strategy. Success in this endeavour could be very destabilizing. A full suffocation strategy would therefore have much to recommend it.

Because of Canada's non-nuclear role in the military field, her arms control policies can sometimes be little more than expressions of hope. But in the CTB and CW discussions in the Committee on Disarmament, Canada's technical expertise and financial commitment to verification amount to something more. In START and any future flight test ban negotiations, Canada will need to bring influence to bear, because failure in these areas may lead to enormous new dangers and costs for Canada.

In the banning of armaments from space it is not too late for imaginative proposals. But even these hopes do not give one much cause for optimism. Much more is needed to impress upon both the super-powers the vital importance of more realistic bargaining, and of stopping the arms race in the laboratory.

Canada may be too weak to count for very much in the councils of NATO or in Washington, but surely the small and middle powers can put their heads together, agree upon a strategy, and impress it through quiet diplomacy. When Canada's own interests are at stake it is important to use all available leverage, even when negotiating with friends.

Footnotes:

1. Since this article was written, a report from the committee on disarmament in Geneva, from the Ad Hoc Working Group on Chemical Weapons chaired by a Canadian representative, says that the Working Group's report and annexes have been agreed to by all members of the Group. The annexes include the substantive provisions for a Chemical Weapons Convention, indicating consensus achieved so far, and the remaining differences where further work is needed to proceed to the final elaboration of a convention.

2. The need for small and middle power initiatives in this time of crisis has been clearly recognized by Prime Minister Trudeau in his November visits to Paris, the Hague, Brussels, Rome, Bonn and London. By the time this article is read, first results may already be leading to further developments.

3. Canadian foreign policy on these matters is further reflected in the speech made by Trudeau in Guelph on October 27: "...We will want to look at several elements: ways of designing a consistent structure of political and economic confidence with which to stabilize East-West relations; ways to draw the superpowers away from their concentration on military strength, toward regular and productive dialogue, toward a sense of responsibility commensurate with their power; ways to persuade all five nuclear weapons states to engage in negotiations aimed at establishing global limits on their strategic nuclear arsenals; ways of improving European security through the raising of the nuclear threshold, including the imposition of a political dynamic upon the static MBFR talks in Vienna; and ways to arrest the proliferation of nuclear weapons among other states."

Professor Paul is with the Physics Department at the University of Toronto. He is a director of Science for Peace.



"Humanities: living in harmony"

by Viviane Launay

In the Spring of 1982, the first Salon des sciences et de la technologie was held in Place Bonaventure in downtown Montreal. This Salon, or Fair, which focussed exclusively on science and technology in Canada, was extremely successful, with extensive media coverage and with approximately 100,000 visitors attending the 10-day event, including federal and provincial ministers of science and technology, and many Canadian dignitaries.

When planning for the second Salon, organizers recalled being reproached for omitting the essential component of the human sciences in their first attempt. Thus, a new section was proposed, with the theme "Humanities: Living in Harmony".

In early Spring of 1983, the Canadian Federation for the Humanities (CFH) was asked by the organizers of the 1983 Salon to participate in this important event. This invitation struck members of the Federation as an excellent opportunity to increase the visibility of the humanities disciplines and to demonstrate in an easily understood manner the contribution which the humanities make to Canadian society.

The Federation went to work to construct a double booth in the Humanities section of the Salon. The CFH kiosk was surrounded by displays such as those by the Centre d'études sur la langue, les arts et les traditions populaires of Laval University, the archaeologists of the Université de Québec à Trois-Rivières responsible for the excavation at Carthage, and junior colleges in Quebec. The rental space for the entire Humanities section (4,200 sq. ft.) was paid through a generous \$42,000 grant from the Social Sciences and Humanities Research Council of Canada.

The CFH booth, which occupied 200 sq. ft., was divided into four main sections: the Humanities in Canada, Canadian humanists abroad, the published results of research in the Humanities, and a contest. An original poster entitled "Les humanités? C'est pour tout l'monde!" designed by the well-known artist Tibo was commissioned. It represented a human body with a globe in place of a head.

Six large photographs of Canadian universities and student activities on campus, with general statistics on enrolment and degrees granted, offered an introduction to university life in Canada.

Two original works in music and literature gave insight into the evolution of

creative works in the humanities. Through the National Archives of Québec, the Federation was able to obtain an original musical piece by the internationally recognized Canadian composer, Alain Gagnon. The manuscript was displayed at several of its stages of creation up to its published version. Recordings of the final work for saxophone and piano were taped and several headphones provided. This proved very popular, especially among youngsters, who were hoping to hear the Beatles or the Rolling Stones.

An original literary manuscript by the famous Quebec novelist Hubert Aquin was on display. The progression was shown from original hand-written copy to the final hardcover edition in French, with the English published translation. The original typewritten text with the author's hand-written corrections and the acceptance speech for the important literary prize he received for this work — *L'Antiphonaire* — added a personal touch to the display.

One of the most impressive aspects of the CFH kiosk was the photo exhibit illustrating Canadian humanists and scholars working abroad. There were large colour photos of highly-acclaimed digs in Turkey and Greece. As well, the Federation was fortunate to have obtained three large-format colour photographs of the activities of the Royal Inscriptions of Mesopotamia Project, which attracted much attention and comment. There was also an exhibit of over 30 publications which were supported by grants from the Aid to Scholarly Publications Programme of the CFH. More than 1000 books have been published with the help of the Programme over the last 40 years. These books provided concrete examples of the results of academic research.

Lastly, in an effort to encourage greater participation in the CFH kiosk by the general public, a contest was sponsored on the theme of "Etes-vous un véritable humaniste?" Contestants were invited to complete a questionnaire on various cultural subjects, such as language, literature and Canadian history. Close to 8,000 adults and young people responded, and winners were awarded handsome books which were generously donated by the Embassy of France.

Viviane Launay is the Executive Director of the Canadian Federation for the Humanities.

A LOBBYIST'S NOTEBOOK

by Donald C. Savage

The consequences of the financial attack on the universities become clearer and clearer. "It is noticeable," said the 1983 annual report of the Canadian Accreditation Board for Canadian engineering schools, "that the decisions of the Board include an increasing proportion of short-term accreditations. It will also become necessary soon to examine a number of programs having been given terminal accreditation. The situation is without precedent."

CAUT and the MacDonald Commission

CAUT will be testifying to the MacDonald Commission in December. The CAUT Board discussed the brief at its November meeting. The brief was drafted by Philip Welch (Dalhousie), Gordon Fearn (Alberta) and David Milne (Prince Edward Island). It touches on matters vital to the debate on underfunding — access, federal/provincial financing, technology and the like. Copies can be had from Bob Moore in the CAUT office for the cost of copying and postage. There will be coverage of the hearing in the next issue of the Bulletin.

And other CAUT lobbying matters

Also on the Board agenda in November were a wide variety of lobbying items...CAUT has been asked by the Nova Scotia Confederation of Faculty Associations to submit a brief to the current commission studying postsecondary education... Allan Sharp (New Brunswick) submitted a report on a public education campaign... The Administration Committee requested the Academic Freedom and Tenure Committee to prepare materials for a public campaign on the defence of tenure... I reported on relations with the federal Conservatives. There were written reports on federal/provincial financing... obscenity legislation... the Canadian Health Coalition... the book campaign for the University of El Salvador... the funding of the University of Toronto Press... the funding of the granting agencies.

Social Sciences and Humanities Research Council

I attended a meeting called by SSHRC to discuss the proposed Five Year Plan and spoke strongly in favour of a continuing insistence by the Council on the need for funding for independent research. CAUT is preparing some material for the Ottawa Consortium on the appointing process for the governing bodies of the granting agencies. Do we get the best people? How much are the Councils affected by patronage? Is there a way in which the community can contribute effectively to the process? The Ottawa Consortium was created by CAUT and CFBS to allow informal consultation among scientific and postsecondary organizations involved in lobbying the federal government.

Mounties on the campus?

The President of CAUT, the Associate Executive Secretary for Academic Freedom and Tenure, Dr. Victor Sim, and I testified to the Senate inquiry into Robert Kaplan's bill on the creation of a separate security force. We explained to the senators why CAUT has been involved in the security issue for the past 20 years and urged on them the need to drastically amend the current legislation to ensure that the civil liberties of Canadians are respected.

Will the Conservatives form the next government?

I have no definitive word on that. But I have been meeting with the Tory critics — Walter MacLean (Secretary of State), Jake Epp (Health), Tom Siddon (Economic Development & NSERC), Charles McMillan (Policy Advisor to Mr. Mulroney), Tom McMillan (Deputy House Leader), with future encounters planned. I have urged on the Conservatives the virtue of discussing their views on Conservative policy on universities and postsecondary education with the faculty before they come to final conclusions, since we are the people who have to carry out the policy.

Paid educational leave

CAUT has for a number of years supported the idea of a registered educational savings plan which would provide tax incentives for individuals to save for future postsecondary education. Jill Greenwell of the national office represented CAUT at the federal conference on skill development leave which was held in Ottawa at the end of October. Stuart Smith at the Science Council and former Liberal leader in Ontario told the workshop that he hoped to put plans to the federal and provincial governments in January.

A friend in Parliament

Pauline Jewett (NDP New Westminster — Coquitlam) has been aggressively putting the case for the universities in the House of Commons. She has urged, in the name of the NDP, the creation of a joint emergency fund by the federal government and the provinces. She suggested that this might be a mechanism for restoring some of the \$102 million cut in fiscal transfer payments.

A right to access

Serge Joyal: "As far as we're concerned, the right of accessibility to education is a fundamental right...and when the Canadian Parliament allocates funds for that, the provinces must use them for that." (*Globe and Mail*, Oct. 4, 1983)... Also in the House of Commons: "A permanent feature of our negotiations in the last few years has been to make sure that we get a formal commitment from the Provinces that the money will be earmarked for the post-secondary level and will be spent in that sector." (Oct. 3). British Columbia this year refused to pass on the EPF increase from Ottawa and in addition cut student aid 40 percent.

No friend at all

John Bulloch and the Canadian Federation of Independent Business has strongly supported the legislation of the British Columbia government. The recent issue of its newsletter also commended last year's onslaught by the Quebec government on civil servants and teachers. The association has called on other provinces to do the same.

Part of Ontario's Restraint Act ruled unconstitutional

A recent decision of the Ontario Supreme Court has far-reaching consequences for union rights in Canada. The following summary is extracted from materials prepared by the Ontario law firm of Sack, Charney, Goldblatt and Mitchell.*

The Ontario Inflation Restraint Act, enacted in 1982, imposed wage controls of 9 percent and 5 percent during a two-year control period. Section 13(b) of the Act also extended the terms and conditions of collective agreements for the duration of the control period, so that many activities which are triggered by the expiry dates of collective agreements, could not take place. These include bargaining over non-monetary as well as monetary issues and the ability to displace a bargaining agent.

The Ontario Inflation Restraint Act was challenged in three applications. The Ontario Labour Relations Board (OLRB), in the *Broadway Manor* case, dismissed an application by the Service Employees' Union Local 204 (SEIU), to displace the Christian Labour Association of Canada. The OLRB held that the Inflation Restraint Act extended collective agreements so as to suspend collective bargaining over non-monetary matters and the right to change bargaining agents for the control period. However, another Ontario tribunal disagreed with the OLRB. In a case involving the Durham Board of Education and the Ontario Secondary School Teachers' Federation (OSSTF), the Education Relations Commission (ERC) ruled that the Inflation Restraint Act did not have this effect, that "terms and conditions" as opposed to collective agreements *per se* were extended.

In an application to judicially review the decision of the OLRB, the SEIU challenged the constitutional validity of the Ontario Inflation Restraint Act. The SEIU argued that the Act violated the fundamental freedom of association guaranteed by section 2(d) of the Charter of Rights in that it interfered with the right to organize and restricted non-monetary collective bargaining. The OSSTF, seeking to uphold the ruling of the ERC supported this position.

In a third case the Ontario Public Service Employees' Union challenged the Act in general, on the basis that the prohibition of the right to strike violated freedom of association.

Each of the three Supreme Court judges hearing the case — Justices Galligan, O'Leary and Smith — wrote separate judgments, which were released on October 24, 1983. Justices Smith and O'Leary ruled that the Act did have the effect of suspending collective bargaining on non-monetary issues; Mr. Justice Galligan held that it did not. However, on the issue of constitutionality of the Inflation Restraint Act, all three judges were basically in agreement.

Freedom of association without right to strike "an illusion"

Justices Galligan and Smith held that freedom of association includes the freedom to engage in conduct which is reasonably consonant with the lawful objects of the association. All three judges accepted the argument that freedom of association under section 2(d) of the Charter includes the freedom to organize, collectively bargain, and strike, and that any infringements of these freedoms must be shown to be "such reasonable limit...as can be demonstrably justified in a free and democratic society". This is the language of section 1 of the Charter of Rights which

permits legislatures to enact reasonable limits to fundamental freedoms.

In taking this broad view of the meaning of freedom of association, two of the judges emphasized that freedom of association would be "barren", "useless", "meaningless", "a hollow thing", and "an illusion", without the right to strike.

All three judges were in agreement that there was no justification for controls on the right to organize or on non-monetary bargaining, since the government had presented no evidence of any necessary connection between these matters and restraint of compensation.

Accordingly, all three judges declared section 13(b) of the Inflation Restraint Act to be unconstitutional insofar as it purported to extend collective agreements and thereby restrict the right to organize and bargain about non-monetary matters.

In dealing with the application by the Ontario Public Service Employees' Union, all three judges agreed that suspension of the right to strike for the period in question, at any rate over compensation, was justifiable under s.1 of the Charter as a "reasonable" limit which could be "demonstrably justified in a free and democratic society".

Justices Galligan and Smith made it clear that, in their opinion, the decision of the government to fight inflation by controlling wages was a political and economic one, which they would be reluctant to interfere with.

Action must advance common good

Any infringement of the freedom to organize, collectively bargain and strike by the government must now be shown by the government to be a reasonable limit demonstrably justified in a free and democratic society. The Government must present evidence unless the case is obvious. Mr. Justice Galligan set out the tests as follows:

- (1) Is the object of the legislation a reasonable objective in the advancement of the common good?
- (2) Is the legislative program reasonably appropriate to the furtherance of the object of the legislation?
- (3) Is the infringement reasonably necessary to the success of the legislative program?
- (4) Is the infringement too great a price to pay for presumed benefit to be obtained from the legislation?

All three judges, in upholding the wage controls themselves, were careful to note the program was limited to one or two years.

Mr. Justice Smith noted that the acceptance of the Ontario government's one or two year wage control program did not automatically involve acceptance of an extended program.

"It is not for the Courts to say whether or how the Attorney General would have discharged his burden under s.1 had the period of suspension of rights been lengthier, or would meet it were the present situation to be continued by the legislature without change for another period. The decision would then have to be made in light of the circumstances prevailing at the time and a new balancing exercise engaged in by the Court."

Justices O'Leary and Smith made references to international labour law, including international conventions to which Canada is a party. Substantial emphasis was placed upon ILO Convention No. 87 concerning Freedom of Association and the rulings of the ILO Freedom of Association Committee thereunder. In short, ILO deci-

sions as to the meaning of freedom of association have great importance in determining the scope of freedom of association under the Charter of Rights.

In general, it may be said that the ILO considers that the right to strike can only be restricted in strictly essential services and provided that there are adequate guarantees to safeguard the interests of workers in the form of binding conciliation or arbitration proceedings. The ILO takes an adverse view regarding the exclusion of matters from collective bargaining. Furthermore, while the ILO recognizes that stabilization measures restricting the right to collective bargaining might be acceptable, this is only "on condition that they are of an exceptional nature, and only to the extent that they are necessary, without exceeding a reasonable period, and that they are accompanied by adequate safeguards to protect workers' living standards". The ILO also considers that such controls should only be undertaken as a last resort after serious efforts have been made to reach a voluntary agreement between the parties.

As a result of the Ontario Supreme Court's decision, governments will have to think carefully, before passing legislation which restricts the freedom to organize, collectively bargain and strike, in order to ensure that they can justify any such restriction should the legislation be challenged in

the courts. As well, governments will have to pay much more attention to international conventions and ILO rulings in the future. Subject to the legislature's power under s.33 of the Charter to "override" its provisions, unions will no longer be wholly at the mercy of majority governments prepared to legislate away the freedom to organize, collectively bargain and strike. The independence of trade unions is thus considerably strengthened, and correspondingly greater respect must be paid by government to fundamental trade union freedoms.

It is quite likely that the following types of legislation will come under attack in the courts:

- (a) legislation which extends controls beyond their initial limited period, especially where there is insufficient evidence that such an extension is necessary;
- (b) legislation which restricts the right to strike of workers in non-essential services in the public sector;
- (c) legislation which removes matters from collective bargaining, such as job security, without adequate justification; and
- (d) legislation which unjustifiably restricts the right to organize.

In British Columbia, Attorney-General Brian Smith has already announced that, in light of this decision, the B.C. government might have to reconsider one of its key restraint bills (Bill 2). The federal government's 6 and 5 program is scheduled for review in the courts in February. Ontario Attorney-General Roy McMurtry has announced that the Ontario government will appeal this decision, citing its importance not just to Ontario, but to the federal government and to many other provinces as well.

*The firm of Sack, Charney, Goldblatt and Mitchell is retained by CAUT to provide advice on collective bargaining and related matters.

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The economic crisis and the transformation of industrial relations in Canada

by L.V. Panitch and D. Swartz

"In the present state of society, in fact, it is the possibility of the strike which enables workers to negotiate with their employers on terms of approximate equality. It is wrong to think that the unions are in themselves able to secure this equality. If the right to strike is suppressed, or seriously limited, the trade union movement becomes nothing more than one institution among many in the service of capitalism: a convenient organization for disciplining the workers, occupying their leisure time, and ensuring their profitability for business."

Pierre Elliot Trudeau
The Asbestos Strike, 1956

Nineteen eighty-two may well mark the end of an era of industrial relations in Canada. The era began some 40 years ago with the federal government's 1944 wartime order-in-council, P.C. 1003, which established legal recognition of the rights of private sector workers to organize, to bargain collectively, and to strike.

P.C. 1003 was followed by federal, and later provincial legislation, which extended these rights and gave them a permanent legislative basis. The legal establishment of these rights is seen as the point at which Canada extended democracy to include "free collective bargaining" and finally met the International Labour Organization's 1919 specification that "a free society cannot coerce any of its citizens into working conditions that are not truly and generally acceptable".

It was assumed that, whatever the continuing exclusions and limitations on trade unionism in Canada, it could be expected that steady if slow progress toward the full realization of trade union rights for all workers would be the normal course of events.

The realities of 1982 shattered any such dream. In the first year of Canada's new Constitution, we learned that not only was the right to strike not enumerated as a "fundamental freedom", but also that the right to strike could be easily withdrawn from some one million Canadian workers.

The silence of the Charter of Rights and Freedoms, and the loud prohibitions of the federal government's Public Sector Compensation Restraint Act and its provincial counterparts, are the most notable manifestations of a long term trend. It is a trend marked by the repeated use of back-to-work legislation, the adoption of the 1975 statutory income policy, the jailing of prominent union leaders for the first time in the post-war era, and the increased designation of public sector workers as 'essential', thus removing their right to strike. These developments, which reached a climax in 1982, mark the end of an era in which state and capital relied on obtaining the consent of workers and unions and a return to one in which state and capital rely on more open forms of coercion to secure subordination.

Professor Panitch is with the Department of Political Science and Professor Swartz is with the School of Public Administration at Carleton University. The text and references of the article, which first appeared in the February, 1983 edition of *News from CUASA*, have been edited by the *CAUT* for the Bulletin. The full text will appear in *Industrial Relations in the Public Sector*, editors Gene Swimmer and Mark Thompson, to be published by the Institute for Research in Public Policy in 1984.



A strike in Stratford, Ontario, 1934

The era of reform

The evolution of liberal capitalist societies into liberal democratic societies is conventionally understood in terms of the institution of mass suffrage. But, the distinction between a democratic or authoritarian capitalist regime is never one only of mass suffrage; it is equally — in some cases it is more clearly — a distinction which rests on the absence or presence of freedom of association.

The long struggle of the working classes for mass suffrage was matched through the 19th and 20th centuries by an equally long struggle against the legal prohibition of the right to free association for wage labour. Liberal democracy not only brought the working class into the representative system on the basis of individual, universalistic, non-class-specific criteria; it also involved the recognition by the state of the collective, class-specific organizations of labour, the trade unions, as legitimate representatives of workers in the capitalist labour market; and it established the independence of trade unions from direct interference by the state.

Prior to 1872, trade unions and the use of the strike weapon were subject to statutory offenses under restraint of trade laws. The 1872 Act gave no positive foundation to the recognition of unions by capitalists, whose resistance to unionization in succeeding decades became the chief focus of "industrial relations". The extensive use of force by the state in defence of employers' resistance to unionization has become one of the hallmarks of Canadian labour history; the deployment of the R.C.M.P. against workers in the Winnipeg General Strike symbolizes the coercive role played by the state in this struggle.

From the Royal Commission on Labour and Capital of 1889, to the establishment of the Department of Labour in 1900, to the Industrial Disputes Investigation Act of 1907, the state also played a role in attempting to contain that conflict. Even the 1907 Act was replete with coercive implications and restric-

tions on freedom of association. For while it conferred a limited de facto recognition of sorts to the principle of "recognition" (unions were not actually mentioned in the Act), it also severely restricted the right to strike and sought to distinguish between illegitimate and legitimate (i.e. "responsible") associations of workers.

In the 1940s, the state engaged in the political and legal process of institutionalizing the principle of freedom of association for workers. It is only with P.C. 1003 that a comprehensive, stable policy emerged, favouring union recognition and free collective bargaining. The tenor of this new policy was graphically captured in Justice Rand's famous 1946 ruling on union security:

"Any modification of relations between the parties here concerned must be made within the framework of a society whose economic life has private enterprise as its dynamic. And it is the accommodation of that principle of action with evolving notions of social justice in the area of industrial mass production, that becomes the problem for decision. Certain declarations of policy of both Dominion and Provincial legislatures furnish me with the premises from which I must proceed. In most of the Provinces, and by Dominion war legislation, the social desirability of the organization of workers and of collective bargaining where employees seek them has been written into laws... The corollary from it is that labour unions should become strong in order to carry on the functions for which they are intended. This is machinery devised to adjust, toward an increasing harmony, the interests of capital, labour and public in the production of goods and services which our philosophy accepts as part of the good life; it is to secure industrial civilization within a framework of labour-employer constitutional law based on a rational economic and social doctrine... In industry, capital must in the long run, be looked upon as occupying a dominant position. It is in some respects at greater risk than labour; but as industry becomes established, these risks change inversely. Certainly the predominance of capital against individual labour is un-

questionable; and in mass relations, hunger is more important than passed dividends.

Against the consequence of that, as the history of the past century has demonstrated, the power of organized labour, the necessary co-partner of capital, must be available to redress the balance of what is called social justice; the just protection of all interests in an activity which the social order approves and encourages.¹

This new era in labour relations did not evolve suddenly from the progressive minds of legislators, judges, and industrial relations experts. Nor had capitalists miraculously been transformed into far-sighted social philosophers (as Rand's judgement against the Ford Motor Company itself attests). Rather the labour legislation of the 1940s was a product of an unparalleled shift in the balance of class forces.

Beginning in the mid-1930s, and increasing with intensity under national mobilization for war and the return of full employment in the early 1940s, Canada witnessed an unprecedented tide of working class mobilization and politicization. In 1943, one out of every three trade union members was engaged in strike action, a proportion previously exceeded, and then just marginally, in 1919. Of equal significance was the fact that union membership was growing extremely rapidly, doubling in the 1940-44 period.

This industrial militancy was politically punctuated in 1943 by the dramatic rise of the CCF in the opinion polls and by communist as well as CCF victories in by-elections. And even though the direct political challenge largely evaporated with the 1945 Ontario and Federal elections, the industrial militancy, which had also abated in 1944 and early 1945, did not pass away. The permanence of the industrial relations reform, initiated in 1944 in response to this challenge by labour, was largely determined by this sustained militancy.

Thus the era of "free collective bargaining" came to be. But the use of the word "free" has a crucial double meaning. It suggests that a balance of power obtains between capital and labour, that they face each other as equals, elsewise any bargain struck could scarcely be viewed as one "freely" achieved. It also suggests that the state's role is akin to an umpire, applying, interpreting and adjusting impartial rules. In the first meaning, the structured inequality between capital and labour falls from view; in the second, the use of the state's coercive powers on behalf of capital falls from view. Industrial relations orthodoxy in the post-war era of "free collective bargaining" is premised on an acceptance of both these meanings.

In sheer scale, flexibility and durability, capital's material resources continued to overwhelm those of labour. The organizational and ideological resources of labour remained scarcely measurable against the network of associations, organizers, advisory bodies, in-house publications, and mass media which were owned by or financially beholden to capital. The greater access to the state enjoyed by capital throughout the post-war period is well captured by Harold Laski:

"The right to call on the service of the armed forces... is normally and naturally regarded as a proper prerogative of the ownership of some physical property that is seen to be in danger... (But) we should be overwhelmed if a great trade union in an industrial dispute, asked for, much less received, the aid of the police, or the militia or the federal troops to safeguard it in a claim to the right to work which it argued was as real as the physical right to visible and corporeal property, like a factory."²

Laski recognized that in "a political democracy set within the categories of capitalist economies... the area within which workers can maneuver for concessions is far wider than in a dictatorship." But he was cognisant of the fact that even within capitalist democracy, the labour movement is confronted with "an upper limit to its efforts beyond which it is hardly likely to pass".

This reference to capital's privileged access to the coercive apparatus of the state brings us directly to the second meaning of "free". For the limits beyond which labour was "hardly likely to pass" were not left to the imagination in post WW-2 Canadian labour policy. The very same legislation which backed with state sanctions the right to recognition and guaranteed the right to strike also constrained the nature of bargaining and the exercise of union power



Winnipeg General Strike, 1919 — Demonstration over strike leaders' trials

in a highly detailed manner. This has been laid bare by Paul Weiler in a defense of the conventional interpretation of free collective bargaining:

"There are two parts of a labour code which are central to the balance of power between union and employer. One is the use of the law to facilitate the growth of union representation of organized workers. The other is the use of the law to limit the exercise of union economic weapons (the strike and the picket line) once a collective bargaining relationship has become established."³

The "other" part of the labour legislation of the 1940s was precisely the extensive set of restrictions placed on collective action by unions, establishing one of the most restrictive and highly juridified

framework for collective bargaining in any capitalist democracy. Modelled after the U.S. Wagner Act, Canadian legislation went "beyond it", as Logan noted: "1. in naming and prescribing unfair practices by unions... 2. in assuming a responsibility by the state to assist the two negotiating parties... 3. in forbidding strikes and lockouts during negotiations and for the term of the agreement". Part and parcel of union recognition and the promotion of collective bargaining were a broad set of legal restrictions on unions concerning eligibility for membership, and the precise circumstances under which strike action might legally be taken.

Apart from restrictions on picketing and secondary boycotts, which became a major basis for the use of court injunctions to restrict strike effectiveness, the most important restriction on the right to strike — and the device used today in the public sector — was the ban on strikes during the term of a collective agreement. Canadian unions have rarely complained of this restriction and have rather readily accepted the requirement that they act as agents of the law by formally notifying their members of the legal obligation not to engage in unofficial or wildcat strikes.

The new mechanisms promoting the institutionalization of union recognition and free collective bargaining were devised not to undermine but to secure and maintain under new conditions capital's "long run... dominant position". The post-war settlement between capital and labour, involving in Canada limited Keynesian and welfare state reforms as well as the new labour legislation, did not establish a structured equality between the contending classes. Rather, it fashioned a new rule for capital in Canadian society, one in which, through institutionalized negotiation and redistribution mechanisms, consent came to play a dominant role in inter-class relations, while coercion, still crucially present, played a background role. Coercion in capital-labour relations became less *ad-hoc* and arbitrary; as the state rationalized and institutionalized workers' freedoms of association, so coercion, too, became more rationalized and institutionalized. What before had taken the appearance of the Mountie's charge, now increasingly took the form of the rule of law by which unions policed themselves in most instances.

The passage of the Industrial Relations and Disputes Investigation Act in 1948 by the federal government, accompanied by similar legislation by the provinces, signified that legal protection of the freedom to organize and bargain would be a central element of the post-war settlement. The labour movement undoubtedly expected that the reforms were "permanent" gains which would be gradually extended to greater numbers of workers and perhaps liberalized. In extending the role of the state, substantial growth in the number of public sector workers was ensured. It might well have been expected that a pattern of gradual extension of bargaining rights

L'année 1982 pourrait fort bien marquer la fin de l'ère des relations industrielles au Canada, qui a commencé il y a une quarantaine d'années lorsque le gouvernement fédéral a adopté en 1944, pendant la guerre, le décret du conseil C.P. 1003. Ce document reconnaissait légalement le droit des travailleurs du secteur privé de s'organiser, de négocier collectivement et de faire la grève. On rêvait que la progression lente mais constante accomplie au cours des décennies qui ont suivi le décret du point de vue de la pleine réalisation des droits syndicaux pour tous les travailleurs se poursuivait. Les réalités de 1982 ont dissipé ce rêve. Nous avons appris, durant la première année de la nouvelle Constitution, que non seulement le droit de grève ne figurait pas dans l'énumération des "libertés fondamentales" mais aussi qu'environ un million de travailleurs canadiens pouvaient facilement en être privés. Le silence de la Charte des droits et libertés, et la proclamation des interdictions de la Loi sur les restrictions salariales du secteur public et de ses répliques provinciales sont les manifestations les plus récentes et notables d'une tendance à long terme. Cette tendance a été marquée par le recours répété à des lois de retour au travail, l'adoption en 1975 de mesures statutaires concernant le revenu, l'emprisonnement de chefs syndicaux en vue, et l'accroissement du nombre de travailleurs du secteur public désignés comme "essentiels", ce qui a pour effet de les priver de leur droit de grève. Les réalités de 1982 incitent à penser que l'ère où l'Etat et la finance cherchaient à rallier l'accord des travailleurs et des syndicats est révolue et qu'on assiste à un retour à l'époque où l'Etat et la finance avaient recours à des méthodes de coercion plus ouvertes pour assurer leur subordination.

would first and foremost be evident here.

There was nothing gradual about the growth of bargaining rights in the post-war decades. The unionized proportion of the non-agricultural workforce remained close to the 1948 figure of 30 percent until the mid-60s. Prior to the mid-60s, there was no extension of legislative protection in the fast growing public sector; indeed the only changes involved the imposition of additional restrictions on existing collective rights.

The end to this impasse came suddenly, in the mid-60s, sparked by the "Quiet Revolution" in Quebec. A profound transformation of the economic base of Quebec and of its working class, including the growth of unionization, had been underway for sometime, although the state remained in the grip of conservative rural forces headed by Duplessis and the Church. The Quebec government's response to a succession of strikes from the 1949 Asbestos Strike through Murdochville in 1957, was hostile and repressive, fostering a relatively radicalized working class and intelligentsia. The 1961 election victory of the Lesage Liberals formally broke the hold of the "ancien régime" and initiated rapid political modernization of Quebec. For this, no less than in Canada at the close of World War II, a political settlement with labour was essential, one of the terms of which was the extension of bargaining rights to Quebec's public sector workers in 1965.

The breakthrough in Quebec went well beyond what had been achieved in English Canada. It was inevitable that significant political restructuring would take place, not only in Quebec but at the federal level too. The modernizing Quebec Liberal Party provided a beacon for the federal Liberals who needed to find a new image after the conservatism of the St. Laurent-C.D. Howe governments of the 1950s was routed by the populism of the Diefenbaker Conservatives in 1958.

The effects of the Quiet Revolution at the federal level were seen in the fanfare surrounding the co-optation of the "three wise men" — Trudeau, Pelletier and Marchand — into the leadership of the federal Liberal Party. Federal public sector workers in Quebec were part of the politicization process of the Quebecois working class and were, therefore, to intensify their efforts to win the same demands from their own employer. This gave a powerful boost to the growing insistence of federal workers elsewhere for bargaining rights, after the Diefenbaker government, faced with the 1958-61 recession, broke precedent by rejecting the pay increase proposed by the bi-partite National Joint Council (which since 1944 advised the government on these matters).

The "second wave" of the welfare state in Canada, undertaken by the minority Liberal governments of

the mid-60s, was in good part an outcome of these developments. A significant element of the second wave was the appointment of the Heenev Commission in 1963 to examine the question of collective bargaining rights for federal workers. That Heenev would recommend in favour of collective bargaining for federal workers was a foregone conclusion; what was at issue was how "free" it would really be.

The government's commitment to its workers was no deeper than that of capital. As employers, governments have a unique rationale for restricting their employees' freedom of association — the supremacy of parliament. As a result, while finally conceding federal employees collective bargaining rights in 1967, the federal government insisted on a set of restrictions beyond those imposed on private sector workers. Vital issues, including pensions, job classifications, technological change, staffing, and use of part-time or casual labour, were wholly or partly excluded from the permissible scope of bargaining. Serious consideration was given to denying federal workers the right to strike as well. That the right to strike was granted was due in large measure to the willingness of postal employees, led by those in Quebec, to wage what in effect were recognition strikes in the mid 1960s. These strikes did much to persuade the government that making strikes illegal was no guarantee of preventing them.

The reverberations of the "Quiet Revolution" in Quebec were also felt in the provinces, where collective bargaining became the order of the day for public sector workers. While important, it is striking how cramped was the version of trade union freedoms that emerged. In most provinces, a number of crucial issues were decreed to be outside the scope of bargaining. In several cases — Alberta, Ontario,

"It is the pattern in all countries that, as soon as the bourgeoisie reconciles itself to the fact that trade unionism is here to stay, it ceases to denounce the institution as a subversive evil that has to be rooted out with fire and sword in order to defend God, country and motherhood, and turns instead to the next line of defence: domesticating the unions, housebreaking them, and fitting them into the national family as one of the tame cats."

Hal Draper,

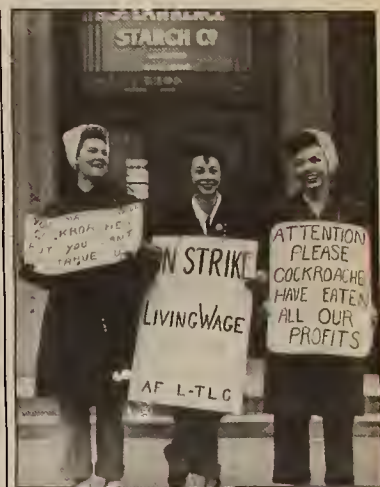
Karl Marx's Theory of Revolution, 1978

P.E.I., and Nova Scotia — provincial employees, and often others, such as hospital workers, were denied the right to strike.

The 1960s extension of collective bargaining did not include any moves to make it easier for private sector workers in the trade and service sectors to secure union recognition. This was even true for those within federal jurisdiction, such as bank workers. The federal state did nothing to help them organize in the face of opposition from Canada's powerful financial interests. The "breakthrough" of the 1960s as regards the extension of free collective bargaining must be seen, therefore, in terms of the continuing narrow limits within which it was contained.

It would be wrong to ascribe these limits just to the resistance of particular sections of capital or to the ideology of liberal politicians. An equally important and largely ignored factor has been the remarkably conservative character of the English Canadian Labour movement, which has repeatedly proved incapable of taking the initiative in generating demands and mobilizing support for reforms that would challenge the terms of the post-war settlement. In this respect the adverse effect of the 1940s legislation on the character of the Canadian labour movement must enter into our consideration.

The certification approach weakened the apparent importance of militant organization and directed the efforts of union leaders away from mobilizing and organizing towards the judicial arena of the labour boards. In this context, different skills were necessary; it was crucial to know the "law". This factor fostered a legalism in which union rights appeared



International Chemical Workers Union strike, St. Lawrence Starch Co., 1947

as privileges bestowed by the state rather than democratic freedoms to be won and defended by collective struggle. The ban on strikes during collective agreements and the institution of compulsory arbitration to resolve disputes during this time had a similar effect. Under these circumstances, there was no necessity to try to maintain and develop collective organization between negotiations. Union leaders had a powerful incentive to suppress any sign of spontaneous militancy. The industrial relations legislation inevitably tended to treat unions as legal entities distinct from the people who comprised them. This was reflected in greater penalties for union officials — as opposed to the members — who violated the law, a trend which intensified the pressure on them to act as agents of social control over their members.

The corrosive effects of this structure on union democracy are severe. The trade unionism which developed in Canada during the post-war years bore all the signs of the legal restrictions which enveloped it. It was highly legalistic and bureaucratic, and its collective strength was accordingly limited. These characteristics were reflected in the acceptance by the broader labour movement of the greater restrictions on public employees' freedom of association. Nor did the broader movement provide inspiration or example other than legalism for those new public sector unions granted partial collective bargaining in the 1960s.

This, of course, is not to suggest that the newly recognized public sector unions were content with what had been offered them. The limited rights acquired were seen as a way station, the final destination being rights equivalent to those enjoyed in the private sector. This was a naively optimistic view. For, at the same time as the way station was reached, the roadbed was beginning to crumble, as the state contended with the wage pressure of the late '60s and early '70s, while adjusting to the constraints placed upon it by the newly emerging crisis of capitalism.

The Re-Birth of Exceptionalism

The decade of the '60s is frequently portrayed as one of student radicalism and militancy contrasted with working class consumerism and acquiescence. The contrast is much overdrawn. By the '60s, the working class was being infused by the post-war generation no less than the universities. Their frame of reference did not include the depression or the Cold War, and they grew up when the myth of a classless, affluent society was incessantly propagated. The contrast between this image and their reality did



United Electrical Workers, SCM strike, Toronto, 1967.

not so much tarnish the image as inspire them to make it part of their own reality. Increasingly, the only way to achieve incomes consistent with the image was through collective bargaining. This was first exhibited in the mid-1960's wave of strikes, an uncommonly large number of which were "wildcats" (marked by occasional violence) conducted in defiance of union leaders and at times partially against them. This wave continued on into the early '70s when it reached a new crest as public sector workers, whose demands were inspired by similar material aspirations, exhibited their willingness to fight to achieve them.

1970's stagflation

The long post-war boom could not and did not last. The '70s were characterized by "stagflation": growth rates increasingly below the level necessary to approximate full employment, combined with severe inflationary tendencies. In these conditions, the margin for concessions with which to secure the consent of labour no longer existed. Increasingly, it was capital that required concessions. Faced with stagnant or shrinking markets, rising resource prices, increasing foreign competition, and a labour movement willing and able to defend its living standards, profit margins on existing investments fell and few new profitable opportunities appeared.

One response by governments in Canada and elsewhere involved new subsidies to capital in the form of loans, grants, tax concessions, thus underwriting investment and shifting the cost of the welfare state onto employed workers. Initially this was seen as consistent with Keynesian stimulation precepts. These initiatives had little impact on growth, however, and tended to exacerbate inflation as organized workers responded with industrial militancy to preserve their real incomes. Government deficits ballooned as revenues fell and expenditures on corporate subsidies, the unemployed, and public sector wages rose.

The other major response by the state was to move against the bargaining power of organized labour. One form that this took involved attempts by governments to obtain the "voluntary" agreement of union leaders to limit their members' wage demands to some agreed level, in exchange for a union role in state economic decision-making and/or reforms

enhancing union security, marginal extensions of the welfare state, and so on. The other form involved deploying the coercive powers of the state. These two strategies should not be seen as mutually exclusive. Coercive measures served, intentionally or otherwise, to prompt unions to rethink their opposition to "voluntary" restraint. On the other hand, the inability of the state to deliver a *quid pro quo* in a form of the "social wage" undermined the viability of the voluntary restraint option, in turn forcing the state to adopt more coercive measures.

Initially, government policy at the federal and provincial levels reflected both strategies. The federal government held discussions with the C.L.C. aimed at securing voluntary wage restraint. There were reforms enhancing union security and workers' collective rights: relaxation of the restrictions on secondary picketing (B.C.), expansion of the right to refuse unsafe work (Ontario, Sask., federal), provisions for imposing first agreements on recalcitrant employers (B.C., Quebec) and limitations on the use of strike-breakers (Quebec). What was particularly notable was the extent of the shift toward new coercive measures, a shift graphically reflected in the rising incidence of "ad hoc" back to work legislation at both federal and provincial levels.

Back-to-work legislation

The first post-war use of such legislation was by the federal government in 1950 against striking railway workers. The justification for the legislation was, then as subsequently, to quote Prime Minister Louis St. Laurent, that "the welfare and security of the nation are imperilled". St. Laurent insisted that it was "not designed to establish precedents or procedures for subsequent bargaining negotiations". Events were to prove otherwise as railway workers were threatened with similar legislation in 1954, and actually subjected to it in 1960 and 1966. The growing frequency and wider application of back-to-work legislation was not the only notable trend in the state's use of this weapon. Over time, governments introduced such legislation with greater dispatch after the onset of a dispute, with less parliamentary debate, and they attached increasingly onerous penalties for defiance of the law.

This new reliance on back-to-work legislation was part of a broader pattern of developments, one which

may be said to characterize the onset of a new era in state policy towards labour. What marks this transformation is a shift from the generalized rule-of-law form of coercion, characteristic of the post-war settlement, towards a form of selective, *ad-hoc*, discretionary state coercion.

We have witnessed a return to the pre-P.C. 1003 era. Legal actions under general legislation are increasingly being declared unlawful for particular groups of workers or for all workers for a particular period of time. When the resort to emergency rhetoric and powers to override the general framework of freedoms and legitimate expectations becomes common and habitual, there is clearly a crisis in the old form of rule. This is precisely what has happened in Canada over the last decade.

The treatment accorded to the Canadian Union of Postal Workers by the federal government in 1978 illustrates this crisis. The government publicly stated in advance that it would not tolerate the union's exercise of its legal right to strike. Once the strike occurred, the government immediately invoked back-to-work legislation which revived the pre-existing collective agreement and established potentially unlimited penalties for breaches of that agreement, rather than the relatively small ones under the Public Service Staff Relations Act. Finally, the government charged the union's leader, J.C. Parrot, *not* for encouraging his members to defy the back-to-work law, but for remaining silent. Similar requirements on union leaders specified in previous back-to-work legislation had escaped notice because they had either been obeyed or, if not, had been disregarded by the government. In charging Parrot (and in making the granting of bail conditional upon Parrot telling his members what the law demanded), the state not only set aside the general legal provisions for the union's right to strike, but it also set aside the Bill of Rights provisions on freedom of speech.

The increased resort to back-to-work legislation was only one sign that the era of free collective bargaining was coming to a close. Equally significant was the use of designations in the public sector to remove the right to strike from a much broader group of workers than before, and the use of statutory incomes policy to suspend free collective bargaining.

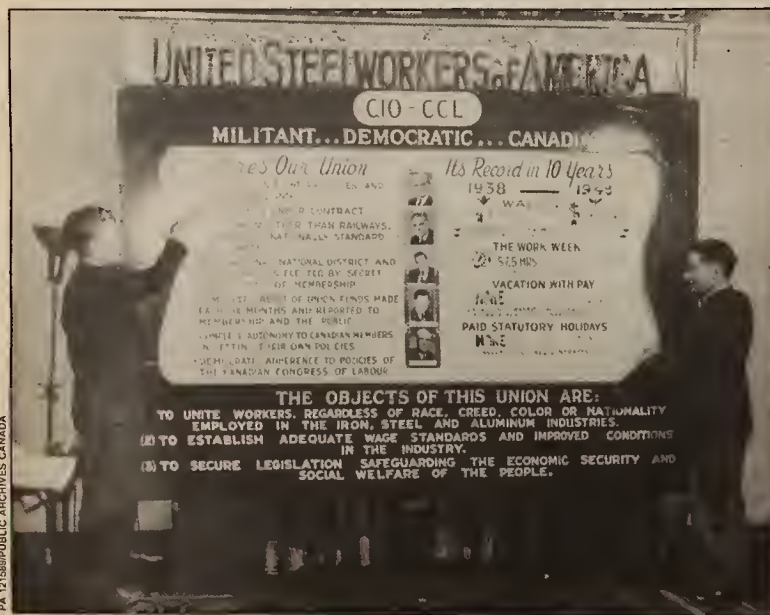
Under the 1967 legislation extending collective bargaining to federal public employees, the government reserved the right to "designate" certain jobs as "essential for the safety and security of the public" and hence to deny these workers the right to strike. The definition of "safety and security" was narrowly interpreted by the Public Service Staff Relations Board, and the government traditionally accepted the PSSRB's definition. In 1982, the government challenged this practice and the result was the Supreme Court of Canada ruling that the government was free to designate anyone whose normal work activities, *in the government's own view*, concerned the safety and security of the public.

Anti-inflation program

The use of back-to-work legislation and of designations primarily involved public sector workers. The Anti-Inflation Program of 1975-78, however, suspended free collective bargaining for all workers. It was initiated by the government and upheld by the courts on the basis of an elastic definition of economic emergency. Here again, the rules of the game established for free collective bargaining in the post-war settlement were set aside through special legislation which empowered the Anti-Inflation Board to examine any agreement and roll back increases which exceeded the government's guidelines. It then empowered an "Administrator" under the Act to enforce a Board report or a Cabinet order, subject to onerous new statutory penalties.

The new spirit of the era was made clear by Prime Minister Trudeau when he cynically told a radio interviewer on October 6 immediately after the initiation of the Anti-Inflation Program: "We'll put a few union leaders in jail for three years and others will get the message."

It is now universally conceded that, despite the government's rhetoric about price, dividend and profit restraint being equivalent to that of statutory wage restraint under the Anti-Inflation Program, the



United Steelworkers of America, Hamilton, 1948



Johns-Manville's strike, asbestos, Que. 1949.

substantive aspect of the policy entailed only wage controls. Prime Minister Trudeau, in his October, 1982 CBC series of homilies referred to a comprehensive but temporary statutory prices and incomes policy of the 1975-78 type in the following manner: "...what controls are for (is) to place the coercive use of government power between Canadians, like a referee who pushes boxers apart and forces them to their corners to rest up so that they can hit each other again". The metaphor is misleading in the sense that, in 1975 to 1978, the referee actually held the arms of one of the boxers while the other flailed away.

The New Era

The events of 1982, combining the silence of the new constitution on free collective bargaining and strike rights with another "temporary" suspension of those rights, have signalled a new era in labour relations, one which makes explicit what has already been implicit in the last decade. What has been made explicit is that the *ad-hoc* selective, "temporary" use of coercion is not merely directed at the particular groups of workers affected or at the particular issues or emergency at hand, but rather is designed to set an example for what is appropriate behaviour throughout the industrial relations system. The 1982 suspension of public sector workers' rights is not proclaimed or defended in terms of what it will directly accomplish to stem inflation and reinvigorate Canadian capitalism — rather — it is offered as an example for what other workers must voluntarily do if these objectives are to be attained.

What characterizes the new era, therefore, is not only a series of *ad-hoc* coercive measures on the part of the state but also the construction of a new ideology to generalize the state's new coercive role to the working class as a whole. Because this new ideology is not legally codified in the manner of the post-war settlement — because it does not universally remove the right to strike and free collective bargaining — the new state coercion is paradoxically capable of being portrayed as "voluntary", rather than coercive. The Prime Minister's October 1982 broadcasts emphatically declared that the government had explicitly rejected the option of the "coercive use of government power":

"Controls could not create the trust in each other and belief in our country that alone would serve our future. Controls would declare, with the force of law, that Canadians cannot trust Canadians... To choose to fight inflation, as a free people acting together — that is the course we chose."

Presentation of increased use of state coercion on this ideological level is conditional on three elements.

The first is a form of ideological excommunication regarding the rights of public sector workers *qua* Canadian citizens. The controls established over them are 'examples' for other workers' voluntarism. That this sleight of hand can even be attempted rests upon a decade of denigration of public employees as parasites and public services as wasteful and unproductive.

The second element is that the specific acts of coercion — back-to-work legislation, designation, statutory incomes policy — be continually portrayed as temporary, exceptional, emergency-related.

The third element is the construction of a new set of norms to justify labour's subordinate role within capitalism. The new era's ideology places the onus on labour to maintain capitalism as a viable economic system by acquiescing to the restriction or suspension of its previously recognized rights and freedoms, and by sacrificing its immediate material interests. Whereas "the question of social justice" was the key phrase of the 1940s, the "question of trust and belief" is the key phrase in the 1980s.

The "trust and belief" required of labour in this new era may sound reasonable but it is not. It requires labour to trust that capital will use workers' foregone wages and social benefits to invest in Canada rather than abroad without any statutory guarantees that they will in fact do so. It requires the labour movement to trust capital not to invest in, and the state not to support, Third World regimes which

"For this so-called 'rebirth of the trade union movement' to be genuine, however, it would have to include independent unions administered and led by officials who were nominated freely and elected by secret ballot. They must also have the rights normally associated with labour unions, including the strike weapon... The trade union movement, as envisioned by the bill, would not be so much a movement as an aggregation of individual unions... The right to strike would technically exist, but would be severely cramped by complex regulations. There would be a requirement of seven days notice preceding a strike. Any strike 'of a political character' would be prohibited, with the government having discretion to decide what is politically motivated. The bill would provide arbitration procedures for labour disputes and forbid any strike over an issue that could be arbitrated..."

Editor, *The Globe and Mail*,
October 8th, 1982.

ban unions in order to ensure profitable opportunities for multi-national companies. It requires labour to trust that capital will not speculate in land, currency or commodity markets or use re-established profit margins to maintain lavish executive living styles. Indeed, if trust and belief in capital are the ideological requirements of the day for workers, what are the use of unions at all? Perhaps they are useful only insofar as they can be induced to contribute to spreading the new ideology and to police their members' adherence to the new coercive interventions and their "voluntary" by-products?

Labour's response

What will be the labour movement's response to the new era? It cannot be assumed that the Canadian labour movement will lie down and play dead. However, there is little reason to expect that it will be capable of mounting any sort of meaningful or sustained counter-offensive in the near future. Not only have unions been exceedingly respectful of the law, even when it abrogated previous laws enshrining workers' rights, they have also been remarkably unprepared for each coercive blow struck by the state over the past decade. Despite the repeated attacks on the right to strike, the CLC, virtually alone among interest groups of any notable size in Canada, failed to involve itself in the constitutional debate even to the point of making representation to the parliamentary hearings regarding enshrining the right to strike

(or free collective bargaining or full employment) in the Charter of Rights and Freedoms. Other liberal democratic constitutions contain such rights, and even if they don't guarantee as much as they appear to, the inclusion of such rights at least helps to legitimate union struggles around these issues.

The defense of the right to strike does not ultimately lie in representations to parliamentary committees on constitutional rights. But is it any less evident that the Canadian labour movement, neither at the top or the bottom, is capable of undertaking a sustained coordinated defense — industrially, politically, ideologically — of the right to strike. Years of neglect of the mobilizing aspects of trade unionism, years of legalism, have taken their toll on the fighting capacity of union organizations.

But neither should one overestimate the dominance of capital and state in this crisis, nor the permanence of the present union paralysis. The contradictions to be contained by the new ideology are not ones easily managed. The ideology of the era of free collective bargaining was rooted in a material basis of consent given by the expansions of post-war capitalism. It should be recalled, moreover, that the West's moral superiority in the Cold War was in part sustained precisely by the post-war settlement's legal proclamation of workers' democratic rights amidst the refrain of "social justice". Today, however, the material basis of consent can less easily be summoned up. And fighting the new cold war entails, as the *Globe and Mail* editorial quoted here so clearly points out, defending Polish workers' rights at the same time as Canadian workers' rights are being denied. The conditions are not propitious for selling the new coercion in terms of voluntarism and freedom.

Similarly, one's field of vision regarding the combative potential of the union movement should not be restricted to what the CLC or the union leadership accomplishes or argues in opposition to the new coercion. It is one of the paradoxes of depressions that they make workers acutely aware of the benefits of collective action and solidarity, precisely because their employers are less chary of asserting managerial authority in a period of high unemployment. There will certainly be a struggle on the ground to change the character of the union movement in Canada. The era of "free collective bargaining" induced legalism and complacency regarding union organization and officialdom. The era of discretionary coercion can be expected to induce a rather different, more combative labour movement in turn.

Footnotes

1. H. Laski, *Trade Unions in the New Society*, London, George Allen and Unwin, 1950, pp. 66-67.
2. Paul Weiler, *Reconcilable Differences: New Directions in Canadian Labour Law*, Toronto, Carswell, 1980, p. 25.



Labour Institute, U. of Manitoba, 1948

President

The Canadian Association of University Teachers solicits suggestions for nominations for the position of President.

The nominee must be a member of the CAUT and must be nominated by another member of the Association. He or she must have extensive Faculty Association experience.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term — one year. Nominations are requested by March 31, 1984. They should be accompanied by a brief statement of why the nominator feels the nominee is qualified for the position.

Correspondence should be addressed to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

Président

L'Association canadienne des professeurs d'université sollicite des suggestions de candidatures au poste de Président.

Le candidat doit être un membre de l'ACPU et sa candidature doit être suggérée par un autre membre de l'Association. Il doit avoir une vaste expérience des affaires d'une association de professeurs.

Les candidatures doivent être accompagnées d'un curriculum vitae et de l'engagement par écrit du candidat à occuper le poste. Durée du mandat: un an. Les candidatures doivent être envoyées pour le 31 mars 1984 et doivent être accompagnées d'un bref exposé des raisons pour lesquelles leur promoteur estime le candidat apte à occuper le poste.

La correspondance doit être adressée à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75 rue Albert, porte 1001, Ottawa, Ont. K1P 5E7.



NOMINATIONS SOUGHT 1984/85

Vice-Presidents Treasurer

The Canadian Association of University Teachers solicits suggestions for nominations for two Vice-Presidents and a Treasurer for the Association. The nominees must be members of the CAUT and must have extensive faculty association experience.

Vice-President Internal: to act as person chairing the Administration Committee and to have general responsibility in the area of administering the CAUT including the application of the staff collective agreements.

Vice-President External: to handle relations with member associations and to represent the CAUT with affiliated organizations.

Treasurer: in co-operation with the Administrator to prepare financial statements and draft budgets for the organization and to ensure that proper controls are in place to maintain the financial health of CAUT.

Nominations must be accompanied by a curriculum vitae and written agreement to serve. Duration of term — one year for Vice-Presidents, two years for Treasurer. Nominations should be accompanied by a brief statement of why the nominator feels the nominee is qualified for the position.

Nominations are requested by March 31, 1984. Correspondence should be addressed to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

Vice-Presidents Tresorier

L'Association canadienne des professeurs d'université sollicite des candidatures pour deux postes de Vice-Président et le poste de Trésorier de l'Association. Les candidats doivent être membres de l'ACPU et avoir une vaste expérience des affaires d'une association de professeurs.

Vice-Président (affaires internes): faire fonction de président du Comité d'administration et avoir des responsabilités générales en ce qui concerne l'administration de l'ACPU, y compris l'application des conventions collectives du personnel.

Vice-Président (affaires externes): s'occuper des relations avec les associations membres et représenter l'ACPU auprès des organisations affiliées.

Tresorier: établir, en collaboration avec l'administrateur, les états financiers et préparer des budgets pour l'ACPU et voir à ce qu'il existe des contrôles de nature à maintenir la santé financière de l'ACPU.

Les candidatures doivent être accompagnées du curriculum vitae du candidat et de son consentement par écrit à exercer sa charge. Durée du mandat: un an pour les Vice-Présidents, deux ans pour le Trésorier. Les candidatures doivent être accompagnées d'un bref exposé des motifs pour lesquels leur promoteur estime le candidat apte à occuper le poste.

Les candidatures doivent être envoyées pour le 31 mars 1984. Il faut adresser la correspondance à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

Committee on Collective Bargaining

The CAUT solicits nominations to its Committee on Collective Bargaining for three-year positions commencing May, 1984.

Nominations together with the written agreement of the candidate to serve are requested by March 31, 1984 and should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

A nomination should be accompanied by the approval and be accompanied by the curriculum vitae of the nominee and a brief statement of the qualifications which suit the nominee to serve.

Comité de la négociation collective

L'ACPU sollicite des candidatures pour son Comité de la négociation collective. Postes de trois ans commençant mai 1984 sont à pourvoir.

Il faut envoyer les candidatures ainsi que le consentement par écrit des candidats à exercer les charge pour le 31 mars 1984 à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75 rue Albert, porte 1001, Ottawa, Ontario K1P 5E7.

Les candidatures doivent être approuvées par les candidats et être accompagnées de leur curriculum vitae et un bref exposé des qualités qui rendent le candidat apte.

Status of Women and Academic Librarians Committees

The CAUT solicits nominations for openings on these Committees commencing May 1, 1984. Nominations together with the written agreement of the candidate to serve and a brief outline of qualifications are requested by March 31, 1984 and should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

Comité du statut de la femme professeur et Comité des bibliothécaires universitaires

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ces comités à compter du 1er mai 1984. Les candidatures, accompagnées du consentement par écrit, des candidats à exercer leur charge ainsi que d'un bref énoncé de leurs qualifications doivent être envoyées pour le 31 mars 1984 et doivent être adressées à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75 rue Albert, porte 1001, Ottawa, Ontario K1P 5E7.

SIMON FRASER UNIVERSITY

Department of Sociology and Anthropology

Applications are invited for a tenure-track position in Sociology at the Assistant Professor rank. Applicants should have research and teaching expertise in Population Studies and Qualitative Research. Preference will be given to applicants who are also able to teach courses on Gerontology and on Canadian Social Issues. The appointment is subject to budgetary authorization and the starting date is September 1, 1984. In accordance with Canadian Immigration

requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, which should include a curriculum vitae, a brief statement of research interests and the names of at least three referees, should be submitted no later than January 30th, 1984 to: Chairman, Appointments Committee, Department of Sociology and Anthropology, Simon Fraser University, Burnaby, B.C., V5A 1S6.

University of Saskatchewan Computer Science/Engineering FACULTY POSITION

Applications are invited for two tenure-track positions, one at the Associate Professor level and one at the Assistant Professor level commencing July 1, 1984. Applicants should have a Ph.D. in Computer Science or Computer Engineering (or should be nearing completion of this degree). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salaries will be in the range of \$31,000 to \$46,000 depending on qualifications and experience.

The University of Saskatchewan services approximately 14,000 students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous and expanding department of twelve provides B.Sc., B.Comm. and M.Sc. degree programs in Computer Science. A Ph.D. degree is offered on a special case basis.

The Department has available some excellent research facilities featuring a VAX 11/750 running UNIX in addition to many other microcomputers. Applications should be sent to: Academic Computing Services.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please direct enquiries and applications to: Dr. P.G. Sorenson, Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada, (306) 343-3783.

What is a "frill" and what is an essential feature of a university community?
If daycares are declared today's "frill", what will be tomorrow's?



A tale of two daycares

by J.F. Conway



This is the story of two daycares at the University of Regina. The story begins with an explanation of why such a small University is so richly endowed with daycare services.

The University Daycare Co-operative was established in the late 1960s as a result of direct action by parents of small children among students and faculty. The University's refusal to grant space for a daycare resulted in a student-led take-over of a large portion of the main cafeteria on the "old campus". (The University of Regina has an "old campus" near the city's core and a new campus in the southern suburbs.) This "liberated" space was declared a daycare. Very soon, the University found space in a small building on the "old campus".

The Wascana Daycare Co-operative was established as a result of a support staff strike led by CUPE in the mid-1970s. In the resulting contract, the University agreed to provide space for a daycare on the new campus. A parent co-operative was formed and the University made space available.

Eventually, the University Daycare Co-operative was moved to the new campus when its land on the old campus was required for the construction of a new CBC building.

The two daycares were located side-by-side on the ground floor of one of the University's main buildings. The location was excellent. The bus-stop was right at the door. During the cold of winter the children had the use of the public spaces of the five campus buildings linked by covered, heated hallways. The gymnasium and swimming pool were easily accessible. Events of interest to young children (like open concerts and Indian pow-wows) were nearby. The bus for longer excursions was a few steps away. The University, despite its initial resistance to the establishment of the daycares, turned out to be very generous — free rent; free cleaning; the use of the University's facilities and

skilled employees, sometimes free, sometimes at cost. In exchange the University community received high quality daycare services.

The children were a delight to most on campus — taking tours of offices, lecture halls, peeking in doors, playing (sometimes naked, to the consternation of some) on the lush lawns in the summer. They became an integral part of university life. The daycares flourished and gained recognition as the best in the city and, as a result, many "special needs" kids were placed there by social workers for exposure to enriched environments and supportive daycare workers.

Dark clouds threatened this idyll in early 1983. News reports appeared in the local paper quoting University Vice-president Don Shaw to the effect that the University needed the space occupied by the daycares, and, as a result, the University was seeking to lease a newly closed, nearby public school to which the daycares would move.

The parents at the daycares were angry — they had not been consulted, despite a clause in the leases of both daycares assuring that consultations and ample notice would precede any decision to move the daycares. Worried inquiries brought a written assurance from the University Administration that the decision to move the daycares had not been made and that discussions would most certainly precede any such final decision. The daycares breathed a sigh of relief, assuming that the University had resolved its space problems otherwise.

The space problem at the University was (and is) pressing. In fall, 1982 the full-time day undergraduate enrollment had grown almost 19 per cent over 1981 levels. Due to years of a deliberate government policy of underfunding and neglect, the University had not been able to get sufficient funds for its operating expenses, let alone for new construction. Already, even before 1982, the University was physically bursting at its seams. With the enrollment increase of 1982, what had been a problem became a crisis. Pleas to the government continued to fall on deaf ears.

The University, anticipating a similar enrollment increase in 1983 over 1982, was desperately searching for a way to solve its growing space crisis. One by one, the University Administration's alternative plans for obtaining additional space collapsed. Consequently, the Administration decided to proceed with leasing the nearby school for the daycares and some classroom space, moving the daycares off campus.

The daycares were not consulted.

On June 14, 1983, the directors of both daycares received telephone calls from Vice-president Shaw abruptly informing them that the daycares would have to vacate the campus by July 31, 1983. This was followed by a written notice to vacate.

The parents were upset and wanted to discuss the need for the move, as well as their requirements in the new facility. (The lease agreements not only guaranteed consultations before a move, but also "alternate space of at least equal size and quality" should such a move prove necessary.) Negotiations with Shaw proved useless in reassuring the parents regarding their main concerns — size and quality of any new space, as well as future space security. An impasse resulted.

The parents of the two daycares were moving toward a decision to refuse to move. The University, under the distinguished leadership of Shaw, took a hard line: either agree to move to the new space, or — the implication was clear — be evicted. This infuriated the parents who were not accustomed

ed to being treated as if they were casual employees on a used car lot.

General meetings of both daycares were called for August 22, 1983. The growing mood among parents was to refuse to move. Legal advice was sought. Such opinion was divided, but the weight of it was that, should the daycares refuse to move and force the University to take Court action, then a good defence could be mounted as a result of the University's failure to live up to the spirit of the lease. Parents began to discuss the tactics necessary to resist eviction (24 hour attendance at the daycares by parent members of the co-operative associations), ensuring at least that they would get their day in court. In preparation for the September return of faculty and students, plans were made for mobilizing support among the University community.

The University Administration and the daycares appeared to be on a collision course.

A final parent appeal to Acting President Blachford (Vice-president Shaw was on holiday) for last minute negotiations was successful. Discussions were held, concerns described, promises were made, and finally the parents unhappily agreed to move.

The daycares are now located in the leased and renovated school and they continue to flourish. The promises made by the University, so far, have been largely kept, though the daycares still await new leases which include guarantees of future space on campus, either upon expiration of the lease at the school or upon space becoming available on campus through possible future enrollment declines.

The University Administration's fear about further space pressures was realized. The 1983 fall, full-time day undergraduate enrollment is up over 13 per cent over 1982 levels. In fact, the growth in such enrollment has been about 26 per cent from fall 1981 to fall 1983. The temporary relief provided by the daycare move is already over — and the



University's desperate search for space continues.

Despite the fact that the daycares have survived this crisis, the future implications of these events are ominous. In a crunch, the University was prepared to destroy a quality on-campus daycare service. The needs of staff and students for daycare facilities on campus were viewed as easily expendable as the University looked for space. Almost ten years of existence in the case of one daycare, almost 15 years in the case of the other, could have been erased because the University could no longer provide the space needed for its programs.

The conviction that the University had years ago accepted the argument that it had an obligation to members of the University community, especially female students and staff, and most especially, female single parents, proved unfounded. Space for daycares on campus was declared a "frill" which must stand aside for the University's educational priorities.

But what is a "frill" and what is an essential feature of a University community? If daycares are declared today's "frill", what will be tomorrow's? Clearly, in a hard, zero-sum choice between a classroom and a daycare, a daycare at a University will lose every time. But the same could be said for cafeterias (except they do earn money). The same could be said for office space — after all, faculty could be stuffed two or three to an office. Perhaps tomorrow's "frill" will be private faculty offices (it already is a frill for growing numbers). What's next? Art galleries? Recreational facilities? Large public spaces in which to meet? Small public spaces in which to meet?

For many years now the universities of Canada have been cutting "frills". Less money to bring in outside guests for enrichment. Less money for films, teaching aids, xeroxing, dittoing. Less money for library acquisitions. Less money for field trips. Less money for staff travel. Less money for



research. Less money for the publication of scholarly works. Less money to buy new or replace old equipment. Less money for salaries. Fewer faculty for more students, resulting in cutting the "frills" from many programs. The University community accepted these, complainingly, grudgingly, but it

accepted them. Many of us worked harder — taking overloads willingly, taking on extra Honours and Graduate student supervision ("frills?") even though it was not recognized as part of the mysterious "normal load".

Perhaps now, with rising rather than declining enrollments, and governments' continuing refusals to finance necessary expansion, we have entered a new era of "frill" cutting. All one really needs to teach is a bit of chalk, a little office space (at least a desk somewhere), classrooms, a library, a blackboard, and, perhaps, some lab equipment. These are the bare bones of education. Right? Everything else is a "frill".

At some point, the University community, hopefully led by its courageous Administrations, has to yell: "Stop! You have gone far beyond frills. You are now cutting into the bone and muscle and sinew, even the vital organs, of what a university community is."

But I don't hear that. At least, not very loudly. What I hear rather is that maybe we better listen to the Chamber of Commerce's offer to advise us on how to change university education from the present irrelevant "frill" that it is to "learning for earning". Perhaps we can re-introduce "frills" as productivity incentives. Why not? Only those faculty who taught an undergraduate enrollment of say 300 the previous academic year will be entitled to an increment or a staff travel grant or a private office.

But that awaits the brave new world of universities in 1984.

It is still only 1983. And, at Regina, we have lost another "frill". The little ones are gone from campus.

Professor Conway teaches sociology at the University of Regina. He is a member of the University Daycare Co-operative.



UNIVERSITÉ D'OTTAWA UNIVERSITY OF OTTAWA

RECTEUR

L'Université d'Ottawa est la plus grande université bilingue au Canada. Ses inscriptions à temps complet sont de plus de 11 000 étudiants et étudiantes au niveau du premier cycle et de 1 300 au niveau des études supérieures. Ses inscriptions à temps partiel se chiffrent à plus de 9 000. Le personnel à temps complet de l'Université comprend 1 000 professeurs et 1 400 membres du personnel de soutien. Depuis 1965, l'Université est subventionnée par la Province d'Ontario. Son budget actuel est d'environ 150 millions de dollars, dont plus de 20 millions en octrois de recherche.

L'Université comporte 7 facultés (Administration, Arts, Droit — Droit civil et Common Law —, Education, Sciences et Génie, Sciences de la Santé et Sciences sociales) et une École des Études supérieures et de la Recherche, qui fournissent un large éventail d'enseignement de premier, deuxième et troisième cycles, en français, en anglais, ou dans les deux langues.

À titre de président du Sénat et de directeur exécutif en chef de l'Université, le Recteur est responsable des activités d'enseignement et de recherche et de l'administration générale de l'institution. Dans l'accomplissement de ses tâches, le Recteur est secondé par le Vice-recteur à l'enseignement et à la recherche, le Vice-recteur à l'administration et le Secrétaire de l'Université. Le mandat du Recteur est d'une durée de 7 ans, commençant le 1^{er} juillet 1984, avec possibilité de prorogation pour 5 ans.

Les candidats et candidates doivent détenir des diplômes universitaires de haut niveau, avoir des compétences administratives et universitaires bien établies, et connaître le milieu universitaire de l'Ontario et du Canada. Le bilinguisme (français, anglais) est de rigueur.

Les candidatures, accompagnées d'un curriculum vitae détaillé et du nom des référents, doivent être soumises au plus tard le 30 décembre 1983 à:

M. G.G. Ernest Steele
Président du Comité de Sélection pour un Recteur
a/s Cabinet du Secrétaire
Université d'Ottawa
550 Cumberland
Ottawa, Ontario
K1N 6N5

Conformément aux règlements d'Immigration Canada, cette annonce s'adresse aux personnes de citoyenneté canadienne et aux résidents permanents.



UNIVERSITÉ D'OTTAWA UNIVERSITY OF OTTAWA

RECTOR

The University of Ottawa is Canada's largest bilingual university. Full-time enrollment is in excess of 11,000 undergraduate and 1,300 graduate students, and part-time enrollment is approximately 9,000 students. Full-time personnel includes almost 1,000 faculty members and 1,400 support staff members. Through its 7 faculties (Administration, Arts, Education, Health Sciences, Law — Droit civil and Common Law —, Science and Engineering, Social Sciences) and its School of Graduate Studies and Research, the University offers a wide range of undergraduate and graduate programmes, either in English, in French, or in both French and English. A provincially-assisted institution since 1965, University of Ottawa has a present budget of approximately \$150 million, including a research component of over \$20 million.

As Chairman of Senate and Chief Executive Officer of the University, the Rector has supervision over the academic work and the general administration of the institution. In the performance of these duties, the Rector is assisted by the Vice-Rector Academic, the Vice-Rector Administration, and the Secretary. The term of the Rector is for 7 years, effective July 1, 1984, with a possibility of extension for 5 years.

Applicants must be fluently bilingual (French and English), have high level academic and administrative qualifications, and a sound working knowledge of the Ontario and Canadian University scenes.

Applications for the position, accompanied by a detailed curriculum-vitae and the names of referees, should be sent before December 30, 1983 to:

Mr. G.G. Ernest Steele
Chairman of the Selection Committee for a Rector
c/o Office of the Secretary
University of Ottawa
550 Cumberland
Ottawa, Ontario
K1N 6N5

In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

BOOKS.LIVRES

Looking thoughtfully in two directions ...or just two-faced?

by C.C. Bigelow

Deaning: Middle Management in Academe. Van Cleve Morris. Urbana: University of Illinois Press: 1981. K + 182 pages.

It is widely believed on university campuses that deans have only rudimentary central nervous systems, and therefore that being a successful dean is not a particularly difficult trick. Van Cleve Morris, who for seven years was dean of the College of Education at the University of Illinois at Chicago Circle, thinks otherwise, and he has written a frank and engaging description of the joys and woes that fall to the lot of an academic dean.

Some of this book, quite naturally, deals with problems that are specific to American academic practice, and I found these parts of less interest than the rest of the book. But where Morris concentrates on the essential nature of the job, on what he calls its "middleness", he demonstrates that he has thought very seriously about the many competing demands that a dean must handle.

Most important, no doubt, is the fact that the dean has two constituencies: the faculty and the vice-president. "From a

purely political standpoint, the art of deaning is measured by how well these two constituencies are stroked, cajoled, cultivated, and kept in line." The dean, in the middle, has problems not shared by middle managers in more typical business organizations which operate with a hierarchical chain of command.

University professors, as Morris states, are fiercely committed to their own independence, and this leads to a special pride in rejecting the reins of institutional discipline. Reckless will be the person entering the dean's office who believes the job is to issue orders and command, like the colonel of a regiment.

On the other side of the dean is the vice-president, an official who speaks for the president or the Board, and who *does* issue orders and command.

The chain of command is a natural characteristic of a university's senior administration, but even if its significance and necessity are understood by professors, it may only engender their scorn, since their dealings with their head or dean are not carried out in the same way. Thus there are two worlds; and the dean, with a foot in each, is the bridge in the middle.

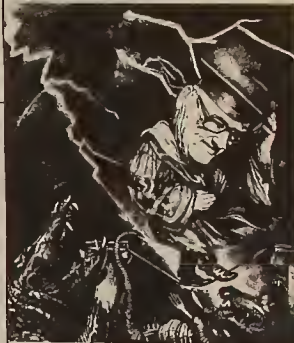
Other aspects of the middleness of the

dean's position exist. Faculty members, especially the best researchers and scholars, conduct their careers in front of national and international audiences and get many of their psychological rewards from external colleagues. Loyalty to their university may be less important to them than impressing their audience outside the walls. The vice-president, who has largely forsaken professorial work for administrative, will have the institution's well-being as the first consideration of the job. The dean must understand and sympathize with both external and internal loyalties, and work to harmonize and explain them when necessary.

Another example of the dean's middle position arises because of a special complexity of the academic world, namely the existence of a separate chain of command consisting of faculty committees, up to and including the university senate. The dean, once again, is in the middle, and must accept the fact that there are two sources of policy, and that the relative balance of power between them may change with time.

Not long ago, John Finlay, the dean of Arts at my university, suggested to me that deans should adopt Janus as their patron saint. The idea seems to me to have a two-

DEANING Middle Management in Academe VAN CLEVE MORRIS



fold acceptability: from the dean's point of view, Janus looks thoughtfully out in two directions, while from the faculty member's point of view, the dean just looks two-faced.

Dr. Morris' book is well worth reading by deans, by would-be deans, and by anyone interested in the problems of university administration. He seems to have got this part of the cabbage patch exactly right, and he writes about it well.

Dr. Bigelow is Dean of the Faculty of Science at the University of Manitoba.

Labour Law and Industrial Relations in Canada H. W. Arthurs, D. D. Carter, H. J. Glascock Butterworths, 1981, \$25.95

Faculty associations looking to put together a small law library, for guidance, reference, and their own education, are faced with a difficulty common to all associations (usually unions) concerned with labour relations matters: selection and cost. Probably all associations could usefully have some legal reference tools on hand. The question first necessary to answer is, "To what end?"

Books on a shelf are no substitute for an educated and active membership, for experienced grievance officers, for alert negotiators, or for a lawyer. The legal entanglements of faculty associations will usually have to do with certification, bargaining, and the grievance/arbitration process. For each of these it is possible, and often useful, to acquire that dangerous thing "a little learning."

Materials are available to assist organizers, negotiators, and grievance officers, both to do their jobs and to realize the limits of their proper competence. CAUT has organized very well to educate persons concerned with these things. The *CAUT Handbook*, the *Handbook on Contract Administration*, the *Collective Bargaining Information Service*, and the *Rights Reporter* all provide basic useful information.

From law book publishers, there is now quite an array of labour law texts. The basic ones that should be accessible to a faculty association are *Labour Relations Law* (3rd

ed., 1981) from the Queen's University Industrial Relations Centre; E. E. Palmer, *Collective Agreement Arbitration in Canada*; and Brown & Beatty, *Canadian Labour Arbitration*. All of these are reasonably straightforward, even for a lay reader.

Many of the other works available are more specialized texts, useful primarily to experienced negotiators or grievance officers, or to professional staff. There are, however, some relatively new books designed to give reasonably comprehensive overviews of labour relations in Canada. The Arthurs book under review here is one of these.

At one of the CAUT Collective Bargaining Conferences, our solicitor Jeffrey Sack told us that, after several years of handling arbitration cases for faculty associations, he had concluded that "collegiality" was the sacrosanct and unfettered right of any faculty member to stab any other faculty member in the back. In some ways, a review of former colleagues' work provides just that sort of collegial opportunity. Fortunately, that temptation is not even

Combines history with blackletter law

by Howard Epstein

remotely present for this work. It is much the superior work of those attempting to survey the field.

There exists an International Encyclopaedia for Labour Law and Industrial Relations. This book was originally published as the entry on Canadian labour relations. As befits an encyclopaedic entry, the prose is clear and expository and the opinions are authoritative. Though now (as with all texts purporting to set out the law) very slightly out of date, this book is distinctly valuable for its history of the Canadian labour movement and for providing a readable narrative of the applicable legal principles.

It is the combination of history with blackletter law that makes this book so useful, and sets it off from the jejune texts so frequently offered as analyses of the law. The movement of our national history in labour relations has been and continues to be distinctly perceptible. The attack on free collective bargaining in the public sector is only the latest expression of a conflict that is essential to understand to be able to use the law, whether as a shield or as a sword.

Prof. Arthurs and his co-authors can, for example, put a certification campaign in context:

But all has not been well for the Canadian labour movement. Although its membership has expanded dramatically in absolute terms over the past generation, the fact remains that labour unions have failed — except in one or two areas — to significantly increase the proportion of workers who are members. Membership has stabilized at about one-third of those eligible for unionization in the private sector. The movement is continuing to enjoy only limited success in organizing the rapidly-growing clerical and technical occupations. Only in public administration, where 92 per cent of office workers are now unionized, have unions claimed dramatic advances.

Or, they can provide useful comments relevant to the question of whether to form an independent union or to join a national union affiliated with the C.L.C.

Over recent years, it is fair to say, the best conditions have been obtained by workers in the major international unions. As times for workers generally get tougher, it may be that the old arguments about a different political role for trade unions will be raised again. Overall, however, the dominance of international unionism is, at present, not seriously threatened and, in as much as international unions command a slightly declining proportion of the unionized work force, this seems to be due to the increase of unionism in the public sectors where American unions are clearly inapposite. So far, however, these emerging national unions have, in main, affiliated themselves with the C.L.C., the body through which the internationals operate in Canada. They do not seem to feel uncomfortable at all about this co-existence.

BOOKS. LIVRES

Canada's largest emergency resettlement scheme

by Gerald E. Dirks

Canada and the Indochinese Refugees, by Howard Adelman, L.A. Weigl Educational Associates Ltd., Saskatchewan, 1982.

Canada today is considered to be one of the principal countries participating in bilateral and multilateral attempts to limit, if not entirely solve, the world's refugee problem.

Governments and voluntary organizations continue to be motivated in these endeavours by a wide range of factors. These include a humanitarian urge to ease the tragic circumstances confronting refugees as individuals and, in the case of governments especially, a political objective of restricting unregulated and unwanted mass exodus that can contribute to international and domestic instability.

One of the largest recent unregulated population movements occurred in the late 1970s when hundreds of thousands of Indochinese left their states of origin for political and economic reasons and sought sanctuary in the already overcrowded and understandably inhospitable countries of South East Asia. The Canadian government, with the enthusiastic support of a minority of Canadians — certainly evidence suggests a majority of the public has never welcomed refugees — adopted a policy to enable thousands of Indochinese displaced persons to enter this country for permanent resettlement. While this program was not by any means the first experience Canada had with refugees or displaced persons, the movement here to date, numbering in excess of 80,000 persons, does constitute the largest emergency resettlement scheme ever undertaken by this country.

Howard Adelman, a major actor in the formation of organizational apparatus outside government to sponsor refugees, has written a comprehensive description of Indochinese persons in Canada and their early endeavours to adjust to life in this coun-

try. Professor Adelman, a philosopher at York University, has produced a book intended for a general audience rather than solely the academic community. The study, which sets out Canada's responses to the plight of the Indochinese displaced persons, combines a number of perspectives including those of the social scientist, the philosopher and the jurist.

In its initial chapters, the book contains an account of which sector of Indochinese society comprised the displaced persons and compares them to refugees and persecuted peoples who fled their homelands earlier this century. It is in the context of defining the concept of refugee that Professor Adelman draws upon his knowledge of moral philosophy to explore the question whether or not society has any obligation to provide assistance to displaced persons such as those dislocated in South East Asia.

Following this rather extended discussion, which some readers may consider to be peripheral to the main theme of the study, Professor Adelman describes how the Canadian government arrived at the decision to admit a sizeable number of Indochinese and examines the mechanisms adopted by the government and voluntary sector to manage overseas selection, as well as settlement and adjustment difficulties.

A particularly interesting chapter examines the role of the Canadian media through its coverage of the plight of the Indochinese boat people, a factor which undoubtedly contributed to the general awareness of Canadians to this human emergency. As Professor Adelman points out, the Indochinese situation was only one of the several refugee and displaced persons crises confronting the international community at the close of the 1970s. For example, political and social circumstances in the Horn of Africa had contributed to the rise of an enormous refugee problem there but this state of affairs, for the most part, went unreported by much of the North American media. This chapter suggests that

newspaper and television news editors most assuredly had some impact upon the attitudes and sympathy demonstrated by many Canadians to the Indochinese displaced persons.

The vital functions Canadian individuals performed as private sponsors for the Indochinese displaced persons is a major focus of Professor Adelman's analysis. Church congregations, service clubs and groups of friends banded together surprisingly quickly to offer not only financial support but also emotional sustenance to the newly arrived Indochinese. The author provides a detailed description of both the government and the private sponsorship schemes. He also presents a useful commentary on the factors which caused the Ottawa authorities in late 1979, in the view of some observers, to renege on their initial plan to match on a one to one basis the number of privately sponsored displaced persons.

While the book provides the reader with a thorough description of most of the major features connected with the admission to Canada of the Indochinese, a few shortcomings might be flagged. First, although Professor Adelman contributed substantially to the founding and day to day ad-

ministration of Operation Lifeline, his treatment of this voluntary organization established to aid in the resettlement of the Indochinese in Canada is not extensively examined. Second, the overall description and analysis of the Canadian experience with respect to this displaced persons movement is uneven. The material in the initial chapters, in particular, might have been compressed. Finally, as is the problem with the case study approach, this work does not present the reader with much of a feel for the global nature of the refugee and displaced persons problem.

There are, in fact, more than ten million refugees according to current estimates of the Office of the United Nations High Commissioner for Refugees. Canada and other like-minded countries must continue to work for the solution or at least the limitation of this phenomenon.

These difficulties aside, Professor Adelman's book is a most useful addition to the still rather small body of literature available on Canada and the world's refugee problem.

Professor Dirks is with the Department of Politics at Brock University.



UNIVERSITE DE MONCTON Centre Universitaire de Moncton

L'Université sollicite des candidatures pour le poste de
DOYEN DE L'ECOLE DE DROIT

SITUATION:

L'ouverture de l'Ecole de droit de l'Université de Moncton marquait une première mondiale en 1978. Pour la première fois, en effet, le programme d'études complet de Common Law est dispensé en français. Avec l'Ecole est née une nouvelle ère au Canada: celle de la francisation de la Common Law, événement marquant qui fait foi d'un éveil et d'une ouverture sur le respect des droits des francophones de tout le pays. L'Ecole est maintenant bien implantée, accueillant chaque année des étudiants de la grandeur du Canada et englobant, entre autres, un Centre juridique communautaire et un important Centre de traduction et de terminologie juridiques.

FONCTIONS:

Sous l'autorité du Vice-recteur à l'enseignement et à la recherche, le doyen est responsable du fonctionnement de l'Ecole. Président du Conseil de l'Ecole, il dirige le personnel enseignant, veille à l'établissement des priorités en tenant compte des implications budgétaires, analyse et fait connaître les besoins de l'Ecole, travaille au maintien des normes et coordonne les activités d'enseignement et de recherche des professeurs. Il représente l'Ecole au Sénat de l'Université ainsi que sur un certain nombre de comités et de conseils à l'intérieur et à l'extérieur de l'Université.

COMPETENCES REQUISES:

Les candidats doivent être détenteurs d'un doctorat, d'une maîtrise ou d'un baccalauréat avec une expérience substantielle, préférentiellement en Common Law. Ils doivent être en mesure de faire preuve d'intérêt pour l'enseignement universitaire et le travail de recherche. Ils devront également démontrer des aptitudes pour l'administration universitaire. Les candidats doivent maîtriser la langue française tant orale qu'écrite.

OATE D'ENTREE EN FONCTION:

Selon les exigences du poste et la disponibilité du candidat choisi.

Le poste dont il est question dans cette annonce est offert aussi bien aux femmes qu'aux hommes. Les candidatures seront étudiées sur réception tant que le poste n'aura pas été comblé. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnel complet avec le nom d'au moins trois (3) répondants au:

Vice-recteur à l'enseignement et à la recherche
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

(Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents seulement).

Blackletter law...29

The precision and conciseness is a delight, especially with the passages setting out the law. Here, for example, are six lines setting out all most readers will have to know about the powers of the courts to set aside the decisions of arbitration panels:

Canadian courts have made it clear that their authority to review the decisions of lower tribunals extends to grievance arbitration tribunals. While at one time the courts appeared to attach some significance to the difference between statutory grievance arbitration and consensual grievance arbitration when determining the scope of the judicial review, more recent cases would indicate that this distinction has become less important.

Complete with three footnotes to what were and are exactly the right cases, this is typical of the paragraphs one would wish to see regularly in legal texts:

Be Arthurs' words
Your study & delight —
Read them by day
And meditate by night.

Howard Epstein is the Executive Director of NSCUFA.

THE UNIVERSITY OF BRITISH COLUMBIA FACULTY OF LAW

Research Associate
Japanese Legal Studies

The Faculty of Law, with funding from the Max Bell Foundation Canada has established a Japanese law program.

The Faculty invites applications from graduates of Canadian or Japanese Law schools with a high level of fluency in spoken and written Japanese and the capacity to carry out research in Japanese legal materials. The successful applicant would assist the project members in research in Japanese materials and would develop a research project within the program. The period of the appointment would be one year.

Inquiries should be made to: Director of Japanese Legal Studies, Dr. Malcolm Smith, Faculty of Law, The University of British Columbia, 1822 East Mall, Vancouver, B.C. Canada, V6T 1Y1, Canada (604-228-5592).

BOOKS. LIVRES

Liberal sentiments no substitute for analysis

by Myron Echenberg

Beyond Empire and Revolution: Militarization and Consolidation in the Third World, by Irving Louis Horowitz, New York, Oxford University Press, 1982. 321 pp. No Price stated.

A professor of political science and sociology at Rutgers University, Irving Louis Horowitz is no newcomer to the field of development studies. In 1965 he published *Three Worlds of Development*, where he was one of the first to expand on what became the useful concept of a "Third World" of new, non-aligned nations in Africa, Asia, and Latin America. This time, in a work he clearly intends as a sequel, he asks in effect, what happens next to these countries, now that they have left "the inherited consequences of empire and revolution" behind them.

Unfortunately, the question is not as clear as it seems. True, for Latin American nations, which receive most of Horowitz's attention, Spanish colonialism and such upheavals as the Mexican revolution are part of an ever-receding past. But what of Central America, a region that receives scant attention in a work that nevertheless claims to be topical? Can it really be said, moreover, that for many nations in Africa neo-colonialism is a dead issue? Is ideological revolution truly a thing of the past for China?

These difficulties notwithstanding, the more serious problem with this book is that it not only fails even to attempt to answer its fuzzy central question, it loses sight of it entirely. What emerges is a vague and poorly written series of three disconnected parts, saddled respectively with the ungainly titles of *Modernization*, *Militarization*, and *Mobilization*.

Each section does have its hypothesis. The first offers the reasonable but by no means original observation that there is no longer universal agreement that modernity is a good thing. In the case of Iran under the Ayatollahs, a powerful voice in the Third World is now actively denying the benefits of modernization. The second section, on *Militarization*, contains a more controversial leap of faith (it is not a serious hypothesis) that militarization is a necessary, and perhaps beneficial way of establishing the stability which is necessary for both economic growth and even a transition to democracy. Finally, in the last section, "*Mobilization and the Development Process*", Horowitz suggests that the ideologies of capitalism and socialism have both failed to mobilize Third World Nations, and that they may be turning away from development, Khomeini style.

Horowitz never links these parts together and the reader is left to guess. The publishers, perhaps sensing this absence, as well as realizing that controversy sometimes sells copies, have attempted a provocative synthesis on the back cover of the paperback edition, claiming for the author that the often denounced military regimes may be the only hope for the Third World's aspirations for economic growth and

democracy. If that is what Horowitz intended to argue, the message was lost somewhere between an early draft and the final version.

The book's treatment of the military is most inconsistent. At one point (p. 106), while deploring the racist bias and cruel methods used by the military in Latin America, Horowitz concludes that these were exactly "the economic takeoff" conditions that existed in Europe in the eighteenth and North America in the nineteenth century. Presumably, if we are patient with cruel generals, they will prepare the way for human progress.

Horowitz does not approve of the military but finds them necessary. When he deals concretely with the Argentine military, he is most uncritical. He labels them a "transitional" regime despite Argentina's having been ruled by military men for most of its existence. Yet Horowitz contends that it differs from Chile or Brazil because the Argentine military government refuses to consider military rule as permanent. Of course, as soon as a return to civilian rule is threatened, a coup within a coup occurs "and the norm of illegitimacy is preserved" (p. 167). It is difficult to see how this sort of argument helps the reader understand Argentina or its multifold problems.

Throughout the work, infelicitous style and gross-overgeneralization can appear, often in the same phrase: "Nothing is more dangerous than to presume that the models of the world that we create are either more perfect or less elegant than the imperfections we find about us in nature and society alike" (p. 241). Somehow this awkward prose is supposed to reflect "the dismay at how thoroughly unprepared the social sciences were for the so-called energy crisis of the 1970s"; we should be grateful, I suppose, that the author has provided us with his own translation.

On other occasions, the meaning is clear enough, but the idea preposterous: "Unlike Europe, the United States has never been affected directly by war or famine or any other ravage" (p. 279).

Horowitz does have the merit of sympathizing with Third World nations in their quest for a fairer share of the world's resources. He worries about the anti-modern thrusts of Iran, and fears a new isolationism in the United States, fanned by religious extremists there as well. He is, in short, an old-fashioned liberal developmentalist of the 1960's stamp, honest enough to see the faults of early modernization theories, but still unwilling to consider the Marxist or Khomeini alternatives as being better ones. Unfortunately, these liberal sentiments are not a substitute for analysis.

The Third World has its problems, to be sure. If this book is any example, so too do the so-called developmentalists who once thought they could supply some of the solutions.

Professor Echenberg is with the Department of History at McGill University.



THE UNIVERSITY
OF ALBERTA

Edmonton, Alberta, Canada

Faculty of Rehabilitation Medicine DEAN

The University of Alberta is seeking an academic and administrative leader for its Faculty of Rehabilitation Medicine.

The appointment will take effect as soon after July 1, 1984 as a candidate selected by a search committee and approved by the Board of Governors is available. Minimum salary \$50,000 per annum.

Written nominations or applications for the position, accompanied in the latter case by a résumé of qualifications and experience and the names of three referees, should be submitted by January 15, 1984 to:

The Vice-President (Academic)
The University of Alberta
Room 3-5 University Hall
Edmonton, Alberta, T6G 2J9

The University is an equal opportunity employer.

A landmark in growing field of study

by Peter Donnelly

Sport, Culture and the Modern State, Hart Cantelon and Richard Gruncow (eds.), Toronto: University of Toronto Press, 1982, 316 pages.

Although Conference Proceedings have a long and honourable history in the academic enterprise, there appears to have been a marked deterioration in quality over time. Perhaps there are just too many of them these days.

Of course, the reasons are fairly obvious. Every society, centre or organization organizing a conference wants to cover costs by attracting as many fee-paying delegates as possible — every potential delegate wants to obtain as much benefit as possible from using scarce travel money to attend a conference. Thus, delegates find it easier to attend if they are presenting a paper, and many conference organizers find it difficult to turn down any papers because the author will probably decide not to attend. Conferences become even more attractive if they announce that proceedings will be published because of the benefits to the delegate's 'c.v.'.

With the review process thus suspended for reasons of economic necessity, many papers find their way into volumes of conference proceedings that might not otherwise have been published. One is therefore frequently presented with excessive quantity and extremely mixed quality in such publications.

However, none of the above should be taken to apply to the volume under review here, *Sport, Culture, and the Modern State*. The book represents the proceedings of an 'International Interdisciplinary Symposium' organized by the Sport and Leisure Studies Research Group and held at Queen's University in October, 1979. The usual Proceedings problems were avoided because external funding permitted the organizers to limit the Symposium (and consequently the Proceedings) to four sessions comprising seven invited speakers and four respondents. Thus, quantity was controlled, an attempt was made to ensure quality in the choice of speakers invited, and a certain coherence was maintained by having a fairly specific theme for the symposium.

Of the four sessions (represented as Parts in the Proceedings), the first two are

Right mix...3

characteristics that Canadians will learn anything about Africa. One of the greatest entertainments and cultural events of the Dalhousie calendar is Africa Night when the African students proudly project their culture through African films and food, African music and drama, African dancing and cultural displays. It is designed primarily to project Africa to Canadians. It requires a large financial outlay and a throng of people to organize. If these students were flung across the country, how could they organize such an elaborate production? Would they fulfill the role of helping to educate Canadians, which the *Right Mix* sees as one of the major functions of foreigners?

The Caribbean students of Halifax pack the house with Canadians on a double night celebrating the culture of the West Indies. The Caribbean festival and Africa Night are major milestones in the Halifax university tradition. They are some of the rich benefits which staff and students reap by being members of an international institution. Let the bureaucratic right mixers keep their hands off the small start which some Canadian universities have made towards creating universities which live up to the original "universal" meaning of their names.

The *Right Mix* astounds its readers. It praises the Université de Montréal for one of its centres of excellence which involves Haiti, Martinique, Reunion, the Comoros, Malagasy and France. But 20 pages earlier it proposes a plan which would scatter this programme all over Canada. Don't allow too many Francophone Caribbeans to congregate in Montreal. Presumably after two decades of careful planning and slowly building up its African Studies programme, hiring staff, providing all the support services to go with it, Dalhousie should cooperate with other Canadian universities to give up Africans and take in Malaysians, scatter Bermudians all the way to Vancouver, while importing Iranians from Toronto and Chinese from Vancouver.

Surely what is good for the foreign goose should also be good for the Canadian gander. The *Right Mix* philosophy could solve our problems of provincialism. Is it the right mix that British Columbians congregate at U.B.C. and Albertans at Edmonton? Let us set up provincial quotas at Dalhousie so as to make sure that we have the correct proportions — as determined by a bureau in Ottawa of Albertans, Manitobans and Nova Scotians. This should quickly solve the "problem" of Quebec. By scattering French-speaking students across the land, we could prevent them ganging together and limiting their experience of English Canadians. Can we be so brazen as to suggest for other people what we will not tolerate among ourselves?

One idea is pervasive in the *Right Mix*. It is unique in that it is not contradicted elsewhere in the pamphlet. From a university point of view it is dangerous because it contradicts one of its fundamental principles. Boldly stated, it is that educating foreign students is in Canada's self-interest because this country will create a host of friends in foreign countries as a consequence. This of course is linked to the idea that we should assimilate foreigners and *ipso facto* turn them into our friends.

That is not what universities are for. They are to teach people to think and to think critically. That is not going to mean poems of praise for Canadian foreign policy and CIDA aid projects in the Third World. If a Kenyan with a Dalhousie degree stands up in Nairobi and intelligently criticizes a CIDA project, then Dalhousie has justified its existence. If he fails to do so or seeks to explain away Canadian stupidity, then Dalhousie has failed. If Canadian media personnel (also Dalhousie educated) seek to make that Kenyan look like an ungrateful wretch, then Dalhousie has again failed. Universities are in the business of fostering critical thinkers and Canadian trained foreigners should be our strongest

and most informed critics when they return home.

It must be emphasized that when Canadian foreign policy is hurting Nigeria or a CIDA project has been totally mismanaged in that country the most embarrassed Nigerians will be those who carry Canadian degrees behind their names. The more affection they have for Canada, the more bitter is likely to be their reaction. The *Right Mix* would have us follow the American mistake of believing that "their foreigners" must always defend the indefensible. Foreign students are never "ours" if by that is meant they must act for the rest of their lives as Canadian ambassadors. The sacrifice of personal integrity can never be expected. It is the antithesis of their Canadian university training. If they had freedom of speech while in Canada, is that right removed when they land home? If it is only to be expected that once returned to their own country, they will take a greater interest than their fellow countrymen in what Canada is doing. We can therefore expect more criticism from them than from those educated elsewhere. Let us expect it, not be peevish and angered by it.

The *Right Mix* and a number of companion publications raise the question as to what are the motives of the Canadian Bureau for International Education. This writer cannot answer that question. However, should we decide to scatter foreign students, who would do the scattering? Who would be better placed than the Bureau? One gets the impression that the Bureau is looking for a job, a new imperial bureaucracy to build a new excuse to seek federal government funds. While pretending to be worried about the cost of educating foreigners, almost every recommendation proposed would astronomically increase expenses. Despite a mass of statistics, the Bureau does not reveal the overall percentage of foreigners to Canadians at the post-secondary level. It would appear to be around 2 percent. Are Canadians so mean as to punish this small defenceless minority with high differential fees and quotas, with a faceless bureaucracy dictating which institutions they should attend, with an immigration department wanting to know every move they make and with a health service which cuts off medical insurances if they step outside the province to which they have been assigned?

Let us see to it that within the university campuses they are shielded from more harassment by the Canadian Bureau "against" International Education. There is no right mix. Any artificial mix can never be a fair mix. Let us not interfere with the natural mix which we now have.

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somewhat artificial. Richard Gruneau's paper, "Sport and the Debate on the State," provides an apt introduction by examining, *pace* Miliband, the various Marxist debates on the state and applying those debates to the consideration of sport.

Ian Taylor's examination of "Class, Violence and Sport: The Case of Soccer Hooliganism in Britain," represents an updating of his "subcultural rump" thesis from the early 1970s. As such, it is invaluable. Authors rarely go back to their earlier work, and it is fascinating to see here how Taylor has modified his earlier position, his views on alternative explanations for soccer hooliganism that have appeared in the intervening years, and his adoption of some of the work of the University of Birmingham's Centre for Contemporary Cultural Studies (particularly Hall, *et al's*, *Policing the Crisis*) as suggestive of a new level of analysis for the issue of violence and sport.

Wallace Clement's response to the two papers adroitly discovers a similarity: "They are arguing that sports, and the violence associated with sports, are expressions of concrete social relations, that they are in-

herently bound up with broader social processes and dramatize these processes...It is the nexus between sports, and sports violence, and what is going on in society that they are addressing."

John Hargreaves would probably concur with Stuart Hall and a number of other "new Left" academics in Britain that he was "a Gramscian first and a Marxist second." Unfortunately, his paper, "Sport and Hegemony: Some Theoretical Problems," takes some ten pages to reach Gramsci and to begin to deal with the implications of a theory of hegemony for the study of sport.

Rob Beamish is definitely a "Marxist first" and his paper, "Sport and the Logic of Capitalism" represents a continuation of his materialist approach to the study of sport. However, his examination of the social labour process in sport is extremely well-argued and worthwhile.

The conference organizers probably had a twinkle in their eyes when they invited a Weberian to respond to this session, and Alan Ingham is a little "naughty", initially, in his response to the papers. However, he does go on to ask some rather pointed questions and I imagine that the discussion that ensued was quite stimulating. It is a pity that this aspect of the "proceedings" does not appear in the Proceedings.

Part Three is concerned with sport and the state in the Soviet Union, and leads off with the one incongruous paper in these Proceedings. It is apparent that Henry Morton was invited primarily on the strength of his 1963 book, *Soviet Sport: Mirror of Soviet Society*, one of the earlier works in the social science of sport. His paper, "Soviet Sport Reassessed," represents a rather doctrinaire American critique of sport in the Soviet Union. The work is critiqued firmly but kindly by James Riordan in his response. Hart Cantelon's, "The Rationality and Logic of Soviet Sport" is much more in keeping with the tone of the Proceedings, and represents a Weberian view of the planning and (bureaucratic) organization of sport in the Soviet Union that has resulted in Soviet success in sport. Riordan's Marxist critique

of Weber/Cantelon emphasizes the irrational and illogical aspects of Soviet sport, particularly in terms of conflicts between the (Soviet) government and the (Communist) party.

In the final session, Bruce Kidd is concerned with, "Sport, Dependency and the Canadian State," and applies dependency theory to American cultural imperialism in Canadian sport. Colin Leys' well-argued response provides a fine counterpoint to Kidd's analysis and nicely reprises the theme of the debate on the state.

While it should be noted that the book suffers a little from some rather lax editing, and that some of the papers are over-long, these are minor complaints. Because the book also represents a coming of age in North American sociology/social science of sport. The last comparable book was the proceedings of the Big Ten Symposium on the Sociology of Sport (G. Kenyon, ed.) which appeared in the late 1960s. Although a number of significant papers appeared in that volume, the subject matter was extremely diverse and the concern with history and theory was notable by its absence. *Sport, Culture, and the Modern State* appears to have signalled a new maturity in the social science of sport.

Sport, Culture and Ideology (J. Hargreaves, ed., Routledge and Kegan Paul) is a parallel and sometimes overlapping volume of proceedings of a British conference, also published in 1982, although the conference followed the one at Queen's. Also, there have been two further conferences at Queen's this year sponsored by the Sport and Leisure Studies Research Group and continuing their concern with critical inquiry into sport and other aspects of popular culture (Leisure and Working Class Cultures: Theory and History; and Gender, Leisure and Cultural Production).

I think that the book under review will come to be recognized as a landmark in this growing field of study.

Professor Donnelly is with the School of Physical Education and Department of Sociology at McMaster University.



UNIVERSITY OF REGINA

University Librarian

Applications and nominations are invited for the position of University Librarian. It is desirable that the position be filled as soon as possible; however, this matter is open to negotiation. The University Librarian reports directly to the President's office.

The University Librarian is responsible for administering the total operation of the library system and is expected to provide creative and effective leadership on all levels. The library system comprises the main library and two branch libraries. The collection contains 600,000 volumes, 412,000 microfiche and 157,000 government publications. The annual budget is 3.1 million dollars with a staff of 73. The Library serves a university community of faculty, staff, and approximately 9,600 students of whom over half are full-time.

Candidates should possess professional qualifications in librarianship. Additional qualifications include: substantial successful administrative experience (preferably academic); capacity to exercise strong leadership of library personnel in setting and implementing long-range goals and objectives; proven ability to communicate effectively with library staff, faculty, students and administration; an appreciation of information systems; and a mature understanding of the academic library and its future.

Nominations and applications, accompanied by a résumé, including the names of three referees should be forwarded by January 31, 1984, to:

Mr. M.R. Hutchings, Chairman,
Search Committee for University Librarian,
University of Regina
Regina, Saskatchewan
S4S 0A2

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



The
University of
Lethbridge

School of Management

Invites applications for three positions at the Assistant Professor level commencing July 1, 1984.

FIELDS:

Accounting
Finance

QUALIFICATIONS:

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Accounting designation and/or advanced academic
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those candidates with, or near completion of, a Ph.D.

Interested individuals should forward applications with a résumé to: Dr. George Lerner, Director, School of Management, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE UNIVERSITY OF MANITOBA

*invites applications and nominations for the position of
Dean of the Faculty of Agriculture*

The Faculty of Agriculture at The University of Manitoba has a complement of 92 faculty and 113 support staff. It consists of eight units (the Departments of Agricultural Engineering, Agricultural Economics, Animal Science, Entomology, Food Science, Plant Science and Soil Science, and the School of Agriculture) responsible for approximately 600 undergraduates degree and 270 diploma students and 240 graduate students in M.Sc. and Ph.D. programs. The Faculty carries a full range of teaching and research responsibilities and has extensive liaison activities with organizations and individuals in the agricultural community.

Candidates should have an active commitment to research, a commitment to advancing higher education and extension activities in Agriculture, and strong leadership ability. Relevant administrative experience and knowledge of the Canadian educational system would be assets.

The appointment will commence on July 1, 1984, and normally will be for a term of five to seven years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (with the names of three persons from whom confidential references may be obtained), nominations and suggestions will be received until January 15, 1984, and should be forwarded to: Dr. F.G. Stenbrook, Chairman, Advisory Committee for Dean of Agriculture, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

MOUNT ALLISON UNIVERSITY

invites nominations and applications for

The Winthrop Pickard Bell Chair of Maritime Studies, 1985-86

in any appropriate discipline.

The Winthrop Pickard Bell Chair is a visiting professorship, established in 1977 through the Marjorie Young Bell Endowment Fund, in order to "institute and promote the development of studies relating to the Maritime Provinces and neighbouring areas." The holder of the Chair in each year is to be a distinguished scholar in some field of Maritime Studies, usually at the senior professional level. Appointment may be made either for a full academic year, or for a shorter period within the year. During the appointed time, the Bell Professor is expected to give a number of public lectures, visit classes and seminars from time to time, and conduct research. The incumbent may also, depending on the terms of the individual appointment, teach a senior seminar course within the university's Canadian Studies Programme.

Salary and fringe benefits for the Bell Chair are negotiable for each year's appointee. The position will remain open until filled, but nominations and applications are requested by 31 December 1983. Enquiries, nominations, and applications should be directed to Dr. Jean A. Bour, Dean of Arts, Mount Allison University, Sackville, N.B., E0A 3C0.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY

Halifax, Nova Scotia, Canada

Department of Mathematics, Statistics and Computing Science

Applications are invited for the newly created position of Director of the Division of Computing Science within the Department. The position is to be filled July 1, 1984 or earlier.

The department has quite recently established an Undergraduate programme at both the general degree and Honours degree level. Students may study for the Honours degree in the Co-operative Education programme. There is also a Bachelor of Computing Science programme offered in conjunction with the Technical University of Nova Scotia. The department has a VAX 11/750 which runs under UNIX. The University Computer Centre has a CYBER 720 and has plans for buying micro computers to service the first year students.

Candidates should have demonstrated research and teaching abilities commensurate with a senior academic rank, have a broad background in Computing Science and be able to exercise administrative leadership.

Applicants should send a curriculum vitae and the names of at least three referees to:



Dr. K. Dunn
Chairman
Mathematics, Statistics and
Computing Science
Dalhousie University
Halifax, Nova Scotia B3H 4H8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY

Department of Economics

The Department of Economics, Mount Allison University, invites applications for one or possibly two positions, commencing July 1, 1984. Mount Allison is a small undergraduate institution with an excellent reputation in undergraduate studies within the liberal arts tradition. One position would be tenurable and the Ph.D. degree or equivalent with a good record in teaching and research. The fields desired are Econometrics, Mathematical Economics (Advanced Economic Theory) and one of the following: Public Finance, Canadian Economic History, Money and Banking, Canadian Economy. Salary and rank are negotiable in accordance with qualifications and experience. The second position is for a possible leave replacement. This would be a one year term appointment. Applicants for this position should have a Doctorate or be near completion. The fields desired (depending upon how the first position is filled) are two from among: Industrial Relations, Development of Economic Thought, Industrial Organization, Money and Banking, Canadian Economic History. Salary and rank are negotiable in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should indicate which of the two positions they are seeking and submit their full curriculum vitae along with the names of three referees to: Professor George J. De Benedetti, Acting Head, Department of Economics, Mount Allison University, Sackville, N.B. E0A 3C0, by February 15, 1984.



THE UNIVERSITY OF MANITOBA

*invites applications and nominations for the position of
Dean of the Faculty of Engineering*

The Faculty of Engineering at The University of Manitoba offers a wide range of professional programs to over 1300 undergraduate students as well as Master's and Ph.D. programs to close to 300 graduate students. The 70 faculty and 40 support staff are organized as five departments: Agricultural, Civil, Electrical, Geological and Mechanical Engineering. Undergraduate programs in Computer and Industrial Engineering have recently been introduced.

Candidates should have an active commitment to research, to advancing higher education in Engineering, and have strong leadership ability. Relevant administrative experience and knowledge of the Canadian educational system would be assets.

The appointment will commence on July 1, 1984, and will be for a term of normally five to seven years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (with the names of three persons from whom confidential references may be obtained), nominations and suggestions will be received until January 15, 1984, and should be forwarded to: Professor Marion Valsey-Genser, Chair, Advisory Committee for the Dean of Engineering, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

UNIVERSITY OF TORONTO. Department of Surgery. (1) Title of Position: (a) University Title (Rank): Professor, (b) Type of appointment: Clinical Appointment — Annual (2) Qualifications Required: The position of the Division Head requires an individual with established clinical skills and the administrative ability to organize, co-ordinate and facilitate the clinical, research and educational activity in a variety of highly specialized and developmental tertiary care programs. (3) Nature of Duties: Head, Division of General Surgery, Toronto General Hospital. General Surgery is the largest Division in the Toronto General Hospital Department of Surgery, and is comprised of three 38 bed Services staffed by 11 surgeons. Active tertiary care specialty areas include Hepatobiliary and Pancreatic Surgery, Surgical Oncology, Intensive Care and Trauma, Colorectal and Head and Neck Surgery. A co-ordinated program is being developed in Transplantation. Resources are available to support the clinical and research needs of these programs. This Division has a major responsibility for both the undergraduate and the postgraduate training programs at the University of Toronto. (4) Salary: Commensurate with qualifications and experience. (5) Person to Whom Enquiries Should be Sent: Dr. F.G. Pearson, Surgeon-in-Chief, Toronto General Hospital, 101 College Street, Toronto, Ontario, M5G 1L7. (6) Effective Date of Appointment: July 1st, 1984. (7) Closing Date for Receipt of Applications: March 31st, 1984. (8) In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. **THE UNIVERSITY OF MANITOBA.** Libraries. The University of Manitoba Libraries are seeking

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

ing a Coordinator of Technical Services to manage centralized acquisitions, cataloguing and serials functions, and to coordinate activities with four library units performing such operations in separate locations. Reporting to the Director of Libraries. The appointee will have responsibility for 63 full-time staff members, including 13 librarians, and monitoring a collection development budget of approximately 2 million dollars. Qualifications: Degree from an accredited library school; minimum 5 years academic or research library technical services experience; demonstrated management and leadership qualities exhibiting successful interpersonal skills and ability to work cooperatively; extensive automated library systems experience and knowledge of current technical services developments; effective oral and written communications skills. Salary: Preferred appointment will be at the Librarian (minimum \$39,374) or Associate Librarian (minimum \$30,658) level, however rank and salary will be commensurate with qualifications. Both men and women are en-

couraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send résumé, including salary requirement and the names of three referees, by December 30, 1983 to Earle C. Ferguson, Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. **THE UNIVERSITY OF MANITOBA.** Libraries. The University of Manitoba Libraries have an immediate opening for an Associate Director of Libraries. Serving as the principal deputy to the Director of Libraries, the position carries line management responsibility for 13 unit libraries in an operation serving approximately 25,000 student, faculty and citizen borrowers with a collection of 1.2 million volumes, an annual budget of over 7.5 million dollars, and an FTE staff of 241 employees. Planning and program development are accomplished within the cooperative framework of a senior administrative team which administers all phases of library operations. Qualifications: Degree from an accredited library school; several years of progressively more responsible management ex-

perience in a variety of positions, preferably in large academic libraries; leadership ability must include demonstrated problem-solving skills, creativity and flexibility; thorough knowledge of current issues in academic librarianship; excellent communication skills will permit the successful candidate to represent the libraries within the University, to the mass media, to grant-funding agencies, and in general public relations efforts. Salary: Competitive, commensurate with qualifications. Minimum \$40,000. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send résumé, including salary requirement and the names of three referees, by December 30, 1983 to Earle C. Ferguson, Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. **QUEEN'S UNIVERSITY.** Medicine. Deputy Chief, Department of Medicine, Hotel Dieu Hospital, Kingston, Ontario — a geographic full time position in the Department of Medicine, Queen's University, for a person with training in Internal Medicine or one of its sub-specialties. Applicants should have academic and administrative experience and be prepared to play an important role in the development of the Department. The Hotel Dieu Hospital, a member of the Health Sciences Complex, is completing a new building program with patient care and research facilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of both sexes are encouraged to apply. Applications and inquiries should be addressed to: Dr. H.B. Dinsdale, Chairman, Search Committee, Department of Medicine, Queen's University, Kingston, Ontario, K7L 3N6.

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UNIVERSITY OF TORONTO. Faculty of Medicine. University Department of Radiology. University Title: Professor and Chairman; Hospital Department: Radiology. Hospital Title: Radiologist-in-Chief. Qualifications required: M.D., F.R.C.P. (C) in Radiology or its equivalent. Nature of Duties: To direct the academic programmes of a multi-centred Department of Radiology, and to direct the Department in a major University teaching hospital. Salary: Negotiable. Person to whom enquiries should be sent: Dean Frederick H. Lowy, Faculty of Medicine, Room 2109, Medical Sciences Building, 1 King's College Circle, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: July 1, 1984. Closing Date for Receipt of Applications: January 31, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Faculty of Health Professions. Persons wishing to take a leading role in the future direction and development of university education and research in Audiology and Speech Pathology are invited to apply for the position of Director of the School of Human Communication Disorders. The School presently offers a two year Master of Science degree in Audiology and in Speech Pathology. These programs serve the four Atlantic Provinces of Canada and have a combined enrollment of 20 students per year. Clinical facilities exist with the Nova Scotia Hearing and Speech Clinic who provide services throughout the province. Cross appointments are available with the Faculty of Medicine. Candidates must have a doctoral degree in speech pathology, audiology or a related discipline. The successful candidate will have an acceptable record of administrative, research, teaching and clinical experience. Salary will be dependent on experience and qualifications and will be competitive. In accordance with Canadian requirements this advertisement is directed to Canadian citizens and permanent residents. Applications will be received up to December 31, 1983. Please write to: Dr. Edwin G. Belzer, Chairman, Appointment Committee, c/o Dean's Office, Faculty of Health Professions, Dalhousie University, 1322 Robie Street, Halifax, Nova Scotia, B3H 3J5, Canada. Telephone (902) 424-3327.

ACCOUNTING

CONCORDIA UNIVERSITY. Accounting. Accounting Positions available. Teaching in undergraduate MBA and PhD programs. Close liaison with the Institute of Professional Accounting bodies. Faculty members are encouraged to participate in the design of their own workload around teaching responsibilities, research and administration. Ph.D. or near completion. Salaries competitive. Contact: J.D. Blazous, Chairman, Dept. of Accounting, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MCMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of the distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however, July 1, 1984 is preferred. Applications should be mailed to: Dr. A. Z. Szendrovi, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching accounting in an expanded school which includes an accounting co-op program that is now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to Prof. J.A. Eds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1984, subject to budget approval in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele St., Downsview, Ontario M3J 2R6. Deadline for submission — when positions are filled.

BROCK UNIVERSITY. School of Administrative Studies. Expanding School is seeking applicants for faculty positions in marketing, production and operations research and management. Ph.D. preferred. ABD considered. Rank open; salary and rank will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted to William W. Liddell, Chairman, Department of Management and Marketing, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

ARCHITECTURE

UNIVERSITY OF GUELPH. School of Landscape Architecture. The School of Landscape Architecture at the University of Guelph invites application for a twelve month tenure track position in Landscape Architecture. Candidates should have at least one degree in Landscape Architecture and hold an advanced degree in Landscape Architecture or a related field. The candidate should have some experience in the profession, demonstrated scholarly orientation and proven leadership ability. Duties will include undergraduate teaching and a research component. The School of Landscape Architecture at the University of Guelph is a fully accredited undergraduate program with 120 undergraduate students and 30 graduate students with well established programs at both levels. Close working relationships exist with the School of Rural Planning and Development, the Department of Land Resource Science and several biologically oriented departments. Guelph is a college town with a population of 75,000 located 50 miles from the Toronto Metropolitan area. Salary and rank are negotiable commensurate with qualifications. Letters of application, resume and three letters of reference should be forwarded to: Cameron R.J. Man, Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario, N1G 2W1. By February 15, 1984. Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

AUDIOLOGY

DALHOUSIE UNIVERSITY. Faculty of Health Professions. Persons wishing to take a leading role in the future direction and development of university education and research in Audiology and Speech Pathology are invited to apply for the position of Director of the School of Human Communication Disorders. The School presently offers a two year Master of Science degree in Audiology and in Speech Pathology. These programs serve the four Atlantic Provinces of Canada and have a combined enrollment of 20 students per year. Clinical facilities exist with the Nova Scotia Hearing and Speech Clinic who provide services throughout the province. Cross appointments are available with the Faculty of Medicine. Candidates must have a doctoral degree in speech pathology, audiology or a related discipline. The successful candidate will have an acceptable record of administrative, research, teaching and clinical experience. Salary will be dependent on experience and qualifications and will be competitive. In accordance with Canadian requirements this advertisement is directed to Canadian citizens and permanent residents. Applications will be received up to December 31, 1983. Please write to: Dr. Edwin G. Belzer, Chairman, Appointment Committee, c/o Dean's Office, Faculty of Health Professions, Dalhousie University, 1322 Robie Street, Halifax, Nova Scotia, B3H 3J5, Canada. Telephone (902) 424-3327.

mittee, c/o Dean's Office, Faculty of Health Professions, Dalhousie University, 1322 Robie Street, Halifax, Nova Scotia, B3H 3J5, Canada. Telephone (902) 424-3327.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Biology. A post-doctoral position is available to investigate methods for the transfer of chromosomes into autotrophic cells of *Datura*. Candidates should have a strong background in genetics and cell biology and be trained in the use of plant cell culture techniques. The position is available immediately for a one-year term (renewable) at a salary within the range allowed by NSERC of Canada. Candidates should send curriculum vitae and two letters of recommendation to Dr. John King, Department of Biology, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0.

MCILL UNIVERSITY. Biology Department. Post doctoral appointment. Applications are invited from qualified candidates for a position, available immediately, involving biochemical genetics in higher plants. The main thrusts of this project are studies on the adaptive significance and genetic control of isozyme characteristics in several plant enzyme systems. A strong background in plant biochemistry and physiology is required, plus expertise in the comparative examination of glycoproteins. The opening is renewable, and funding (NSERC) is in place through March 31, 1986, with salary at rates up to the maximum allowed by NSERC regulations. Applications will be accepted until the post is filled. Send cv, reprints and the names of three referees to: Dr. Hugh Tyson, Biology Department, Stewart Biology Building, McGill University, 1205 Av. Dr. Penfield, Montreal, Quebec, H3A 1B1, Canada.

DALHOUSIE UNIVERSITY. Biology. Applications are invited for a tenure-track position as Assistant Professor in the Department of Biology, Dalhousie University, effective 1 July, 1984. Qualifications: Ph.D. with specialization in comparative animal physiology and from one to three years of postdoctoral experience. Particular emphasis will be given to individuals working with marine animals but highly qualified physiologists in other areas will be considered. The successful applicant will be able to teach in the areas of comparative animal physiology, physiology of marine animals and/or fish biology at both the undergraduate and graduate levels, be able to supervise Honours and graduate students and undertake independent research. A curriculum vitae, list of publications and three letters of reference should be sent to: Dr. B.K. Hall, Chairman, Department of Biology, Dalhousie University, Halifax, N.S. B3H 4J1 by 31 Jan. 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOMEDICAL SCIENCES

UNIVERSITY OF GUELPH. Department of Biomedical Sciences. Applications are invited for a probationary (tenure track) Assistant Professorship in Toxicology, available on July 1, 1984. Responsibilities include undergraduate teaching in Toxicology and pharmacology in the B.Sc. honours toxicology program and in veterinary medicine (DVM). The incumbent will be expected to develop strong independent research in mammalian toxicology, particularly chemical genotoxicity, and to participate in graduate teaching. Applicants must have a Ph.D. degree and relevant post-doctoral experience. The salary is negotiable and subject to final budgetary approval. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, with vitae and names of three referees should be directed to Dr. Peter Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Enquiries: (519) 824-1210, ext. 2668. Closing date December 31, 1983.

BOTANY

UNIVERSITY OF MANITOBA. Department of Botany. Subject to budgetary approval, the

Department of Botany invites applications for a term appointment as an Assistant Professor, effective April 1st, 1984 or as soon thereafter as possible. Applicants should have a doctoral degree, with specialization as a quantitative plant ecologist with experience in the application of numerical methodology. Applicants should have a commitment to research and be prepared to assist in the undergraduate and graduate ecology teaching program of the Department. Effective April 1, 1984, the salary floor for an Assistant Professor will be \$27,101. Qualified applicants are invited to submit a curriculum vitae, names of three referees, and a full resume of teaching to: Dr. James Reid, Head, Department of Botany, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

ADMINISTRATION/COMMERCE

CARLETON UNIVERSITY. School of Business. Applications are invited to fill faculty positions in (i) accounting, (ii) marketing, (iii) management and organizational behaviour, and (iv) business information systems analysis/data processing. Ph.D. degree or substantial work toward a Ph.D. degree is required. Tenure track at the assistant or associate professor levels. Excellent working conditions. Positions are subject to budgetary considerations. Applications, including a curriculum vitae and names of three referees should be sent to Dr. M.N. Pandu, Director, School of Business, Carleton University, Ottawa, Ontario, K1S 5B6. Starting July 1, 1984. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send resumes to Dr. John R. Hamilton, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

TRINITY WESTERN COLLEGE. Business. a) Position — Full Professor. b) Qualifications — Ph.D. required, plus extensive teaching experience in a Christian College context and practical business experience. c) Teaching Marketing, Business Law, Management and Advertising & with ability to integrate one's discipline with a Biblical, Christian faith. d) Write to — Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glover Road, Langley, B.C., Canada, V3A 4R9. The university of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A., B.Sc. and B.Ed. degrees. e) Opening for September, 1984.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (6 positions); Management Information Systems (2 positions); Finance (2 positions); Policy or Marketing (1 position); Organization Behaviour (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor \$25,720 to \$41,820; Associate Professor \$37,420 to \$53,658; Professor from \$48,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send resume to: Dr. R.E. Schneek, Acting Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure track or limited term) and seasonal positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International

Business, Ph.D. (or ABD) required for tenure-track positions. MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send résumé to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Preference will be given to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Organizational Behaviour and Personnel, (iii) Finance, (iv) Information Systems. Rank of Assistant, Associate or Professor, depends on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1984 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. A.Z. Szendrovičs, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

SIMON FRASER UNIVERSITY. Faculty of Business Administration. The Department is seeking to fill positions subject to budgetary approval 1) M.B.A.; 2) Business Policy; 3) Accounting; 4) International Business; 5) Business Finance; 6) Organizational Behaviour. Rank open. The successful candidates must have a good record of research and teaching abilities, have appropriate skills for teaching mature students in the M.B.A. Executive Program, have Ph.D. in hand or near completion, and be prepared to actively participate in the development of the Faculty. Teaching responsibilities will include graduate and undergraduate courses. Anticipated start date is September, 1984. Preference will be given to those candidates eligible for employment in Canada at the time of application. Send an up-to-date curriculum vitae and the names of three referees to: Dr. D.L. McDonald, Chairman, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods, and Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is MBA with a good academic record. Persons with tenure positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1984 or January 1, 1984 as convenient. Successful candidates will teach in BBA and disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to: Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, Bag Service No. 45555, Fredericton, New Brunswick, Canada, E4B 6A5.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Operations Management and Quantitative Business Analysis for the 1984-85 academic year. Qualification: Lecturer up to Associate Professor. Duties: Includes undergraduate and/or graduate teaching. Applications will be accepted until positions are filled and are subject to budget approval in accordance with Canadian Immigration requirements; this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for tenure track and term appointments in the Department which will start August 1, 1984. The Department offers a four year B.A. Degree at the major and Honours level. Enrollments are limited. Positions are available teaching and conducting research in one or more of the following areas: Accounting, Finance, Marketing and Organizational Behaviour. Ph.D. or in progress preferred. Masters degree will be considered. Rank and salary will be dependent on qualifications and experience. Applications, including curriculum vitae, transcripts and references, should be sent to Professor Leo T. Gallani, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, N.S., B2G 1C0.

QUEEN'S UNIVERSITY. School of Business. Applications are invited in the areas of Accounting, Management Information Systems, Production, and International Business. However, qualified candidates in other areas will be considered also. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or near completion) and evidence of strong research capability required. Teaching will be at the B.Com., M.B.A., and Ph.D. levels. Send c.v. and names of three referees to: Prof. Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

McGILL UNIVERSITY. Business Administration. 1. Assistant Professor and Beginning Associate Professor in such functional specialties as Accounting, Finance, Marketing, International Business Policy, Systems and Computers, Management Science, Organizational Behaviour and Industrial Relations. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B.Com. and M.B.A. levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Effective date of appointment: August 1, 1984. Closing date to receive applications: December 31, 1983.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in the following areas: accounting, finance, marketing, business policy, industrial relations/personnel management and management. A Ph.D./D.B.A. in hand or near completion is preferred. This is an opportunity for professors who would like to work in an open interdisciplinary environment with good opportunities for professional involvement. Salary is competitive and positions can be either tenure-track or term depending upon qualifications. Appointment effective July 1, 1984. Interested candidates should send c.v. to Murray Hinchings, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. (306) 584-4162.

CHEMISTRY

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields: Theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules; photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry; laser photochemistry, photophysics, spectroscopy, laser induced fluorescence studies of proteins; thermodynamic and dynamic investigations of microemulsions; organometallic chemistry; organic reaction mechanisms; electron spin resonance of solid state defects and organic radicals; spin-Hamiltonian theory; chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques. Positions are tenable initially for one year, renewable at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and names of three referees to the undersigned, from whom further particulars may be obtained. Professor D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone 306-343-2933.

THE UNIVERSITY OF MANITOBA. Chemistry. A position is available for a

work on the reactions of polychlorinated biphenyls with sulfur. Experienced and familiarity in this area, and in synthetic organo-sulfur chemistry, are required. Apply résumé to: Dr. D. McKinnon, Dept. of Chemistry, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN, N.B. Division of Sciences. Applications are invited for a one year term position as Assistant Professor of Chemistry. Preference will be given to candidates with a Ph.D. in inorganic chemistry. Duties will consist of teaching an Introductory General Chemistry Course, and Inorganic Chemistry Courses at upper levels, plus the supervision of laboratories and tutorials in other courses. The appointment commences on July 1, 1984 with salary in the range of \$26,243 to \$37,289 depending on qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, and arrange for three letters of reference to be sent to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, P.O. Box 6060, Saint John, New Brunswick, Canada, E2L 4L5.

UNIVERSITY OF OTTAWA. Chemistry. The Department of Chemistry is seeking applicants for two one-year positions. One of the two appointments will likely be in Physical Chemistry, and requires the ability to lecture in French. One of the positions may be renewable for a second year. These positions are available beginning July — September, 1984. The appointee will be expected to participate in the Departmental teaching program, and will be encouraged to conduct research in his or her own field. Applicants should send a résumé and arrange to have three letters of reference sent to: Dr. H. Alper, Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario, K1N 6B5.

UNIVERSITÉ D'OTTAWA. Chimie. Le Département de Chimie cherche des candidat(e)s en vue d'occuper deux postes disponibles pour une année de juillet à septembre 1984. Un des deux postes sera principalement en chimie physique et requerra l'aptitude à enseigner en français. Un des postes peut être renouvelé une seconde année. On demandera à la personne nommée de participer au programme d'enseignement du département, et elle sera encouragée à poursuivre des recherches dans son domaine. Les candidat(e)s doivent envoyer un résumé et s'arranger pour que trois lettres de références parviennent à: Dr. H. Alper, Directeur, Département de Chimie, Université d'Ottawa, Ottawa, Ontario, K1N 6B4.

TRINITY WESTERN COLLEGE. Chemistry. Inquiries are invited for a possible position in Chemistry. a) Position — Instructor or Assistant Professor. b) Qualifications — Ph.D. or close plus some teaching experience at the College level. c) Preferably in the chemical areas with ability to integrate one's discipline with a Biblical/Christian faith. d) Write to Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glover Road, Langley, B.C. Canada, V3A 4R9. The university of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A., B.Sc., and B.Ed. degrees. Possible opening for September 1984.

CLASSICS

UNIVERSITY OF WATERLOO. Classical Studies. Applications are being accepted for the position of Assistant Professor in Classical Studies. The position is a salaried replacement for 1984-85 (12-month appointment). Ph.D. required. The applicant must be able to teach a wide range of Classical Civilization courses. Salary is competitive. Those interested should send applications to: Dr. P.V. Forsyth, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is January 1, 1984. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Classics. Applications are invited for a tenure-track position at the Assistant Professor level commencing July 1, 1984 (sic). Applicants should be specialists in Roman History and Archaeology (preferably of one of the following areas: epigraphy, numismatics, coinage, etc.), but should be prepared to teach a broad range of general Classics

and Greek and Latin courses. A Ph.D. by June 1984 and successful teaching experience will be required. Salary minimum (1983 scale): \$29,720. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of university records, and the names of three references whom the applicant has asked to write on his or her behalf, will be considered; they should be sent to the Chairman, Department of Classics, The University of Alberta, Edmonton, Alberta, T6G 2E5 before Feb. 15, 1984. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Classics. Applications are invited for a tenure-track position at the Assistant Professor level commencing July 1, 1984. Applicants should be specialists in Greek or Latin Literature, but should be prepared to teach a broad range of courses in either language as well as general Classics courses such as The Greek World, The Roman World, Greek and Roman Mythology, etc. A Ph.D. and successful teaching experience are required. Salary minimum (1983): \$29,720. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of university records, and the names of three references whom the applicant has asked to write on his or her behalf, will be considered; they should be sent to the Chairman, Department of Classics, The University of Alberta, Edmonton, Alberta, T6G 2E5 before Feb. 15, 1984. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics & Optimization. Applications are being accepted for the position of Assistant or Associate Professor in the area of Continuous or Discrete Optimization, starting July 1, 1984. A Ph.D. degree is required and candidates should have proven ability, or the potential for it, in research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The successful candidate will be encouraged to become involved in such applications through research contracts. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send résumés and the names of three referees to: Dr. J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds.

COMMUNICATION

SIMON FRASER UNIVERSITY. Communication. Applications are invited for a one-year contractually limited position at the assistant professor level (subject to final budgetary approval) in the Department of Communication. The Department is part of the Faculty of Interdisciplinary Studies and offers a full range of courses leading to the B.A. degree; there is also a large master's program and a newly-approved Ph.D. program to be implemented in the near future. Applicants must have a Ph.D. (or Ph.D. A.B.D.) degree in a relevant discipline plus evidence of well-developed research interests. Applicants must be able to teach courses in two or more of the following areas: broadcasting and telecommunications media, Canadian communications policy, research methods, public relations, advertising as social communication, the information society. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Send résumé and names of three referees to: Professor Wilfrid Leiss, Chairman, Department of Communication,

COMPUTER SCIENCE

MCGILL UNIVERSITY. School of Computer Science. We invite applications for several openings at the Assistant Professor level. A Ph.D. or equivalent is required. All specializations of computer science are of interest but preference will be given to candidates with established records in artificial intelligence, database systems, VLSI, computer networks, multiprocessing or programming languages. Responsibilities include research and teaching at the graduate and undergraduate level. Salary and starting date negotiable. Candidates should write to Prof. M.M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

QUEEN'S UNIVERSITY. Computing and Information Science. Applications are invited for a senior faculty position. We are looking for someone with an established academic record to assist the Department in developing its graduate studies and research program. The appointee should have an established research reputation and a wide appreciation of various aspects of computing science and computer engineering. This position will be supported by the University commensurate with the stature of the person we hope to attract. The Department has sixteen full-time faculty supported by three technical and three office staff. Research activity is mainly in software engineering, theoretical topics, information systems, and applications. We expect over 30 full-time M.Sc. graduate students in 1983/84 and are planning to start a Ph.D. program in 1984/85. Resource support includes a dual IBM 4341 system running VM/CMS and VAX-11/780 in the Computing Centre, plus Departmental facilities that include a VAX-11/780, a VAX-11/750, and a variety of smaller machines and special equipment. Kingston is located midway between Toronto and Montreal in one of the prime recreational areas in Canada. Housing costs are among the lowest in the country. Candidates of both sexes are encouraged to apply. Canadian citizens and landed immigrants will be given preference. Applicants should send a curriculum vitae and the names of three references by February 15, 1984 to: Glenn MacEwen, Head, Computing and Information Science, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Telephone: 613-547-2918.

QUEEN'S UNIVERSITY. Computing and Information Science. Applications are invited for tenure-track positions. We are looking for junior faculty members to assist in expanding the Department's graduate studies and research activities, and its undergraduate programs. Applicants in any area of Computing Science are encouraged to apply. The number of positions will be determined by funding considerations. The Department has sixteen full-time faculty supported by three technical and three office staff. Research activity is mainly in software engineering, theoretical topics, information systems, and applications. We have approximately 40 full-time M.Sc. graduate students and plan to start a Ph.D. program in 1984. Resource support includes a dual IBM 4341 system running VM/CMS and a VAX-11/780 in the Computing Centre, plus Departmental facilities that include a VAX-11/780, a VAX-11/750, and a variety of other machines and special equipment. Kingston is located midway between Toronto and Montreal in one of the prime recreational areas in Canada. Housing costs are among the lowest in the country. Candidates of both sexes are equally encouraged to apply. Canadian citizens and landed immigrants will be given preference. Applicants should send a curriculum vitae and the names of three references by February 28, 1984 to: Glenn H. MacEwen, Head, Computing and Information Science, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Telephone: 613-547-2915.

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for three tenure-track positions at the Assistant or Associate Professor levels. The Department is currently involved in an expansion program to meet increased student enrolment. Candidates must have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the Graduate and Undergraduate levels and research. Can-

adians from all areas will be considered, although preference will be given to applicants with expertise in the areas of Networks, Programming Languages, Software Engineering, Operating Systems and Computer Architecture. Current hardware support includes an Amrah 5860, a network of VAX-11/780s, PDP-11s and well equipped micro and mini computer laboratories. 1983/84 Salary range: Assistant Professor — \$29,720 to \$41,820; Associate Professor — \$37,420 to \$53,658. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Application will be accepted until December 31, 1983.

DALHOUSIE UNIVERSITY. Computing Science. 1. Assistant Professor, tenure-track positions subject to budgetary approval. 2. Ph.D. in any area of computer science, or equivalent. 3. Teaching and research in computing science. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of three references to: Dr. K. Dunn, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S. B8H 4H8. 6. Effective July 1, 1984. 7. Closing date — when the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an affirmative action employer.

UNIVERSITY OF WINDSOR. School of Computer Science. Applications are invited for tenure-track faculty position in the School of Computer Science. The appointee should have a Ph.D. in computer science or in a cognate area. If supported by suitable experience. The School has a fairly wide range of teaching and research interests, including database systems, compiler writing, information systems, computer graphics, pattern recognition, performance evaluation, microcomputer applications and automata theory. The appointment will be effective from July 1, 1984. Arrangements can be made for an earlier appointment if desirable. Salary and rank are open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a detailed curriculum vitae and the names of three references by December 30, 1983 to: Dr. S.I. Ahmad, Director, School of Computer Science, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-4232 ext. 685.

SIMON FRASER UNIVERSITY. Computing Science Department. Applications are invited for 2 tenure-track positions in a rapidly growing Computing Science Department. Candidates from all areas of specialization in Computing will be considered. The Department has a special interest in Graphics, Software Engineering, Distributed Systems, VLSI Design, Artificial Intelligence and Database Systems. A Ph.D. in Computing Science (or equivalent) is required. Candidates with prior experience should have a record of research and publications, graduate student supervision and teaching. Responsibilities will include teaching at the Graduate and Undergraduate levels, research and the use of administrative activities. Simon Fraser University is situated on the top of Burnaby Mountain and serves 12,000 students. Lying just east of Vancouver, the site commands magnificent views of Burrard Inlet, the mountains, the Fraser River and Vancouver Harbour. This Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The Computing Science Department, one of the largest in Western Canada, has over 20 faculty members and offers B.Sc. and B.A. degrees in Computing Science, B.Sc. honours degree in Digital Systems Design, and M.Sc. and Ph.D. degree in Computing Science. The Department currently has over 600 majors and 40 graduate students. The Department has two VAX-11/750s and 6 SUN workstations connected via a local area network as well as an interactive graphics laboratory including an Evans and Sutherland picture system and a number of other microprocessors. The University operates a central computing facility including IBM 3033 and 4341. There is also a raster-scan graphics facility available for faculty research. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada will be acknowledged; employment considerations for such candidates will be deferred until a

Canadian search is complete. Positions are subject to budgetary authorization. Applications will be accepted until positions are filled. To apply, send curriculum vitae and the names of three references to: Tiko Kameda, Acting Chairman, Computing Science Department, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6.

UNIVERSITY OF NEW BRUNSWICK (SAINT JOHN CAMPUS). Division of Mathematics, Engineering & Computer Science. Applications are invited for a tenure-track position in Computer Science at the Assistant/Associate Professor level. Ph.D. in Computer Science is preferred but may be compensated by equivalent experience. Duties include teaching undergraduate courses and conducting research. Salary commensurate with rank and qualifications. Applicants should send curriculum vitae and names of three references to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Effective date of appointment is July 1, 1984. Applications close when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

CONCORDIA UNIVERSITY. Computer Science. Mathematics/Computer Science. A position is offered for a post-doctoral fellow or research assistant to work on computational investigations in algebraic number theory and connections with finite groups and Lie theory. Starting date negotiable. Apply: Prof. John McKay, Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BRANDON UNIVERSITY. Computer Science. One term appointment leading to a tenure-track position. 1) Assistant or Associate Professor. 2) Ph.D. preferred or M.Sc. with dissertation. 3) Regular duties include undergraduate teaching, maintaining a research program and participating in normal departmental activities. Computing facilities include a VAX-11/750 with 4 mb of memory, 248 mb disk and VMS, a large teaching micro lab, and excellent access to the Canada 590 VM/VMS. 4) Salary: Depend upon qualifications and experience. Current floor for Assistant Professor is \$25,900 and for Associate Professor \$32,900. 5) Application with detailed curriculum vitae and names of three professional references to: G.E. McMaster, Department of Mathematics and Computer Science, Brandon University, Brandon, Manitoba, R7A 6A9. 6) Effective: September 1st, 1984. 7) Closing date: April 1st, 1984.

UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral Research Positions. Applications are being invited from qualified candidates for one or two year Postdoctoral Research positions commencing July-September, 1984 in all areas of computer science. Stipend to \$20,700 per annum, depending on qualifications (subject to review in 1985). Candidates should hold a Ph.D. degree in computer science. Send curriculum vitae, transcripts and three letters of reference no later than December 31, 1983 to: Professor A.B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of Computer Science. Assistant Professorships. Applications are invited for Assistant Professorships at all three campuses, commencing July or September, 1984 (both tenure stream and contractually-limited (1-3 year) appointments are available), subject to budgetary approval. Salary commensurate with qualifications and experience. Applicants should hold a Ph.D. in computer science; all areas will be considered although we will give priority to the areas of graphics, cryptography and VLSI design. Duties include teaching at the undergraduate and graduate levels, graduate student supervision and collaborative research. Apply in writing to: Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A7, together with curriculum vitae, transcripts and three letters of reference. Deadline for application is December 31, 1983. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of

Computer Science. Assistant Professor Position in the Area of Systems Software. Applications are invited for the position of Assistant Professor. Applicant should hold a Ph.D. in Computer Science or closely related area. Area of specialization should be related to such topics as: software for embedded systems, microprocessor systems (possibly distributed), real-time software, operating system design and language design for system software. An interest in robotics is desirable. The successful candidate would work in a very active environment where software and hardware specialists (professors and professional staff) are designing, developing and testing software and software methodologies. This environment includes state of the art software and hardware, including translator writing systems such as S/SL, systems programming languages such as Concurrent Euclid and C, several Unix Vaxes, experimental optical fiber and local area networks, microprocessor board development (such as NSI's Micro8000 and MC6809), experimental human interfaces (such as mice, touch tablets and bit map displays), and intelligent work stations (such as SUN, Orca and Perq). Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision and research. Apply in writing to: Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A7, together with curriculum vitae, transcripts, and the names and addresses of at least three referees. Appointment to commence July 1, 1984 (or September 1st, if preferred by candidate). Deadline for application is December 31, 1983. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of Computer Science. Senior faculty position in Computer Graphics. Applications are invited for a senior position in Computer Graphics; the rank and salary to be determined by the successful applicant's past experience and qualifications, subject to budgetary approval. We will consider applicants with proven research abilities in Computer Graphics, in particular, in the area of realistic image synthesis, motion understanding and modelling, display systems architectures and interaction techniques. A demonstrated ability to help organize and lead a sizeable Computer Graphics Research Lab is essential. Our Graphics Lab currently involves two faculty members, over a dozen graduate students (M.Sc., Ph.D.), programmers, and hardware maintenance support. Our equipment includes a PDP 11/45, a VAX 11/780, an IKONAS frame buffer and a bit-slice processor, a high performance refresh vector drawing CRT, a frame digitizer, a colour camera including a real time motion camera, and a vast array of off-the-shelf or home grown input and output devices. Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision, and collaborative research. Apply in writing to: Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada M5S 1A7, together with curriculum vitae, transcripts and three letters of reference. Appointment to commence July 1, 1984. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of Computer Science. Assistant Professor Position in the Area of Artificial Intelligence and Robotics. Applications are invited for the position of Assistant Professor. Applicant should hold a Ph.D. in Computer Science or closely related area. Area of specialization should be related to such topics as: computer vision, visual control of robots, knowledge based systems for factory automation, mobile robots. The department's AI Lab currently involves four faculty members and twenty graduate students. Equipment includes: VAX 11/780's, IKONAS frame buffer and bit-slice processor, 3 CDA array processors and graphics displays, a MATROX frame buffer and digitizer, cameras, and 3 VAX 100 workstations. There is also strong interaction with the Department of Mechanical Engineering whose Robotics Lab includes several faculty members and graduate students as well as an IBM assembly robot, several PUMA arms, and an OCTEK vision

system. Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision and research. Apply in writing to Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A4, together with curriculum vitae, transcripts, and the names and addresses of at least three referees. Appointment to commence July 1, 1984 (or September 1st, if preferred by candidate). Deadline for application is December 31, 1983. Note: in accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. Criminology. 1. The Department of Criminology is inviting applications in relation to two (2) tenure-track positions at the Assistant Professor level which, subject to budgetary authorization will be available from the academic year 1984/85. The Department has a well-established undergraduate program with some 500 majors in criminology. It also has a graduate program leading to the degree of M.A., and by special arrangement, to a Ph.D. The teaching faculty is multi-disciplinary and, at present, consists of some twenty full-time members who have exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre and to its Institute for Studies in Criminal Justice Policy. 2. Ph.D. in a social science discipline, or LL.B. accompanied by other post graduate qualification (e.g. LL.M.), with interest and experience in criminology. Preference will be given to candidates who are eligible for employment in Canada at the time of application. 3. To undertake research and to conduct courses in the area of general criminology. 4. Salary dependent upon qualifications and experience. The salaries and fringe benefits at Simon Fraser University are highly competitive. 5. Applications, including curriculum vitae and the names and addresses of at least three referees, to be sent to: Dr. Duncan Chappell, Chair, Department of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. Appointed faculty may commence their duties on 1 September 1984. 7. Applications will be accepted until 31 December 1983.

UNIVERSITY OF OTTAWA. Department of Criminology. Applications are invited to fill several positions in the Department of Criminology. The Department offers courses at the undergraduate and graduate level. Ph.D. or near completion or equivalent with experience and publications in criminology or one of the social or behavioural sciences related to criminology. Some experience in the field of criminal justice would be an advantage. Preference will be given to Canadian citizens and those holding landed immigrant status and who are bilingual. The positions involve teaching, conducting research and participation in University activities. Candidates must demonstrate expertise in at least two of the following areas: juvenile delinquency, corrections, criminal justice administration, criminological theory, methodology and crime prevention. Appointments will be made in accordance with the qualification and experience of selected candidates. Salary is negotiable within established guidelines of the collective agreement of the University. Fringe benefits at the University of Ottawa are excellent. Applications accompanied with a curriculum vitae and the names of three (3) referees may be sent before February 1, 1984 to Dr. J. Clale, Chairman, Department of Criminology, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITÉ D'OTTAWA. Département de criminologie. A quelques postes à combler. Le département offre un programme d'études au niveau du premier et deuxième cycles. Les candidats devront avoir leur Ph.D. ou l'équivalent. Seront considérées également l'expérience dans le domaine de la justice pénale et les publications scientifiques des candidats. Une importance particulière sera donnée au citoyens canadiens et immigrants reçus aussi bien qu'aux candidats bilingues. Les postes comportent l'enseignement, la recherche et la participation à la vie universitaire. Les postulants doivent démontrer qu'ils ont une expertise au moins dans deux domaines suivants: la délinquance juvénile, la politique criminelle, l'administration de la justice pénale, la

théorie criminologique, la méthodologie (qualitative ou quantitative) et la prévention de crime. Les nominations au divers rangs professionnels seront faites en fonction des candidats retenus. Quant au salaire, ils sont négociables à l'intérieur des normes de la convention collective. Les applications, accompagnées d'un curriculum vitae et les noms de trois (3) répondants, peuvent être envoyées avant le 15 février 1984 au Professeur J. Clale, Directeur, Département de criminologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

DENTISTRY

MCGILL UNIVERSITY. Faculty of Dentistry. The Faculty of Dentistry, McGill University, invites applications for a full-time, tenure track position at the assistant professor level in periodontology. Candidates must have successfully completed graduate studies in periodontology, and be eligible for licensure in the Province of Quebec. Responsibilities include teaching undergraduate students and academic administration. The successful applicant will be encouraged to carry out research in periodontology. Private practice privileges are available. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications must be accompanied by a detailed curriculum vitae and 2 references prior to January 31, 1984 and addressed to: Dr. R.F. Harvey, Chairman, Search Committee, McGill University, Faculty of Dentistry, Montreal General Hospital, 650 Cedar Avenue, Montreal, P.Q. H3G 1A4.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. A position exists in the College of Dentistry, University of Saskatchewan for a full-time faculty member in the Department of Oral Biology. Duties include the development and co-ordination of the teaching of Occlusion throughout the undergraduate program, and shared responsibility for the teaching of preclinical and/or clinical Prosthodontics (Restorative). The candidate will have demonstrated teaching and clinical competence in Prosthodontics with graduate qualification at the Master's level. Certification in the specialty area of Prosthodontics from an Approved Program is preferred. The candidate will be expected to be actively engaged in developing a research program in the general area of Prosthodontics/Occlusion. Consulting and private practice privileges to a maximum of two half days per week are permitted either on or off base. An Intramural "practice unit" is provided for faculty who wish to utilize on campus facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send Curriculum Vitae and related documentation with at least three names for reference purposes to: Dr. P.B. Innes, Department of Oral Biology, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

DRAMATIC ARTS

THE UNIVERSITY OF LETHBRIDGE. Dramatic Arts. The Faculty of Arts and Science Department of Dramatic Arts requires an Assistant Professor. Title: A position involving teaching undergraduate courses in speech, creative drama, and theatre, plus support in improvisation and movement. Qualifications: M.F.A. degree or equivalent; professional theatre experience and university teaching experience preferred. Responsibilities: In addition to the course load, the successful students in support of an emerging production program. Salary: Assistant Professor Minimum (1983/84): \$28,319. Applications: Applications should include a curriculum vitae, a statement of the candidate's philosophy of teaching and the names of three referees sent to: David G.P. Spinks, Chairman, Department of Dramatic Arts, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure-track appointment beginning July 1, 1984. Closing Date: January 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EAST ASIAN STUDIES

MCGILL UNIVERSITY. East Asian Studies. McGill University, Centre for East Asian Studies invites applications for a non-tenure, one-year position to teach undergraduate courses in Japanese language and literature. Assistant professor or lecturer, with salary and rank to be determined by experience and qualifications of the successful applicant, subject to budgetary approval. Canadian immigration regulations require the University to consider applications from Canadian citizens and permanent residents of Canada before all others. Send vitae and names of three referees by February 15, 1984, to Dr. Fumiko Iwano-Smith, Director, Centre for East Asian Studies, McGill University, 3434 McTavish St., Montreal, P.Q. H3A 1X9, Canada.

ECONOMICS

MCGILL UNIVERSITY. Department of Economics. McGill University, Department of Economics, Faculty of Arts, invites applications for a one-year, non-tenure, track visiting appointment at the rank of Assistant or Associate Professor, commencing September 1984, subject to budgetary approval. Fields of specialization open: Proficiency in Econometrics or Mathematical Economics desirable. A Ph.D. (completed or near completion) required. Rank and salary commensurate with qualifications. Applications with c.v. and names of three referees should be addressed to Professor Irving Brecher, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Department of Economics. The Department of Economics anticipates make preliminary appointments (tenure-track) commencing July 1, 1984, likely at the rank of Assistant Professor or Junior Associate Professor. These positions require a completed or nearly-completed Ph.D. in economics and evidence of strong potential for innovative scholarly research and effective teaching at the undergraduate and at the graduate level. Positions are subject to budgetary approval. Successful candidates will be expected to contribute to the research and teaching capacity of the Department in the areas of international trade, monetary theory or public economics. Exceptional candidates for other fields will also be considered. Letters of application, a curriculum vitae and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by December 31, 1983, to Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has at least one opening for a tenure-track appointment, commencing July 1, 1984. Rank is assistant professor. 1983 annual salary floor is \$29,720. Ph.D. and relevant teaching and research experience are both important. Position is open to the best candidate, but a strong background in micro- or macro-economic theory, and/or monetary economics, is preferred. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae and names of three references) to Dr. Melville L. McMillan, Acting Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31st, 1983.

WILFRID LAURIER UNIVERSITY. Department of Economics. Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. Macroeconomics preferred but others considered. Positions offered subject to budget approval. Immigration policy states that "Only Canadian or permanent residents need apply for this position". Applications with curriculum vitae and names of three

referees should be sent to Dr. John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

MCMASTER UNIVERSITY. Economics. The Department of Economics at McMaster University has tenure-track positions, rank and area of specialization open, commencing July 1, 1984. At the Assistant Professor level candidates are expected to have a Ph.D. degree or expected in 1984 and at the Associate Professor level candidates are required to be good teachers and to have obtained international recognition as scholars. The position of Full Professor will be offered only to a candidate who is widely acknowledged, inside and outside Canada, as an authority in one or more branches of the subject. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is December 31, 1983. Salary is commensurate with qualifications and experience. Applications, including curriculum vitae and names of references should be sent to Dr. Syed Ahmad, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

THE UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has an opening for a tenure-track appointment, commencing July 1, 1984. Rank is assistant to mid-associate professor. 1983 annual salary floor is \$29,720 for assistant and \$37,420 for associate professors. Ph.D. and previous teaching experience are required. A strong research record in microeconomic theory with concentration in information economics, decision theory and/or mathematical economics is sought. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send applications (including complete curriculum vitae and names of three references) to Dr. Melville L. McMillan, Acting Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31st, 1983.

CARLETON UNIVERSITY. Department of Economics. Applications are invited for one limited term position at the Instructor level commencing September 1, 1984 and continuing through June 30, 1985. Previous successful experience in teaching is desirable. Duties involve teaching undergraduate courses in economics including Principles, Labour Economics and Labour Relations. Position is subject to budgetary approval. Applications including a curriculum vitae and names of three referees should be sent before January 15, 1984, to: Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

ATHABASCA UNIVERSITY. Economics. Economics Course Co-ordinator (tenure-track). Athabasca University, unique in Canada, specializes in distance education offering Bachelor's degrees in Arts, Administrative and General Studies. Duties: Responsible for the development and delivery of courses in Economic Theory, Labour or Industrial Economics, Public Policy. The successful applicant will be someone who enjoys working as part of a team to produce and deliver effective courses for newly developing program areas in Economics, Labour Studies, Canadian Studies and Administrative Studies. Qualifications: Ph.D. strongly preferred. ABD candidates with strong research and teaching skills may be considered. Research or teaching experience in Canadian context is strongly preferred. Salary: \$31,140 to \$42,324 (assistant professor equivalent); \$39,204 to \$53,388 (associate professor equivalent); \$49,428 to \$59,940 (senior professor equivalent). START DATE NEGOTIABLE. Reply to Co-ordinator of Recruitment, Athabasca University, 12352 149 Street, Edmonton Alberta, T5V 1G9. Athabasca University will be relocating to the Town of Athabasca, 85 miles north of Edmonton. This move will be completed by the autumn of 1984. In accordance with Canadian Immigration law, this competition is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited to fill a regular full-time Assistant Professor position effective July 1, 1984 subject to budgetary approval. Candidates should

hold a Ph.D. in Economics with strength in economic theory and the application of theory to policy issues. Canadian immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications to: Dr. R.V. Chernet, Chairman, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications is January 31, 1984. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

SIMON FRASER UNIVERSITY. Economics. The Department of Economics, Simon Fraser University, invites applications for a tenure-track position beginning September 1, 1984. Applicants should preferably have a Ph.D., although those who are completing their doctoral dissertation will be considered. Major fields of interest are macroeconomics, microeconomics, and International trade at the graduate and undergraduate levels, although applicants are not restricted to these areas. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Applicants are invited to submit their curriculum vitae and names of three referees as soon as possible to: Dr. Kenji Okuda, Chairman, Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

DAHOUSIE UNIVERSITY. Economics. The Department of Economics, Dalhousie University, invites applications for a full-time tenure track position at the Assistant Professor rank commencing July, 1984. Salary depends on qualifications and experience. We are interested in someone with a strong background in theoretical and applied econometrics. Ph.D., or Ph.D. near completion, is required for appointment at the Assistant rank and a substantial research output for appointment at the Associate rank. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates with a strong commitment to excellence in teaching and research should write, enclosing a curriculum vitae and description of their other fields of interest, before January 15, 1984 to: Eric Chalmers, Department of Economics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Dalhousie University is an affirmative action employer.

TRENT UNIVERSITY. Economics. The Department of Economics, Trent University, invites applications for two appointments, one at the rank of Assistant Professor, Lecturer/Assistant Professor, commencing 1 July, 1984. Responsibilities include research and undergraduate teaching in Theory, Natural Resource Economics, Economic History, History of Economic Thought, Labour Economics, Development Economics; other fields will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to: Dr. D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

CONCORDIA UNIVERSITY. Department of Economics. Applicants are invited for limited term, and/or tenure track appointments effective July 1, 1984, or September 1, 1984. Strong candidates with a completed, or nearly completed, Ph.D. and preferably with some teaching experience will be considered for the Assistant level. Fields are open. Responsibilities include teaching at both undergraduate and graduate levels and supervision of doctoral theses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Contact Professor Muriel Armstrong, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, H3G 2M2.

THE UNIVERSITY OF WESTERN ONTARIO. Economics. 1. Instructor. 2. Work towards Ph.D. * desirable, but MA's considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent

residents. 3. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the Ph.D. * may be appointed at the rank of Lecturer, and any candidate with a completed Ph.D. * is eligible for appointment at the rank of Assistant Professor. The limited term nature of the position will not be changed. Appointment at a rank other than Instructor. 4. Duties include teaching various undergraduate courses in economics including Principles of Economics. 5. Salary floor \$16,000. 6. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5G2. 7. Appointments effective September 1, 1984. Positions subject to budgetary approval. 8. Closing date for receipt of applications is February 14, 1984. An equal opportunity employer, or equivalent qualification.

YORK UNIVERSITY. Economics. York University, Department of Economics, Faculty of Arts, announces openings for tenure track positions and sessional appointments subject to authorization and budgetary approval. Rank and salary are commensurate with qualifications and experience. At the Assistant Professor level candidates are expected to have a Ph.D. degree (or expected in 1984) and at the Associate Professor level candidates are required to have demonstrated achievement as established scholars and good teachers. Duties include teaching (at undergraduate and graduate levels) and research. Fields of specialization open. Employment and immigration Canada requires that only persons legally entitled to work in Canada be considered for this position. Applications with C.V. and names of three referees should be sent to Professor G.H. McKechnie, Chairman, Department of Economics, Room S845, Ross Building, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. Closing date for applications December 31, 1983.

UNIVERSITY OF WINNIPEG. Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on July 1, 1984. Applicants for the position should have a Ph.D. completed or near completion. The successful candidate will have a strong commitment to undergraduate teaching and research. The rank of the position is at the Assistant Professor level. Individuals with exceptional qualifications will be considered at a higher rank. The field of specialization is open. Applicants should send curriculum vitae and names of at least three referees to: Dr. R.W. Fenton, Department Personnel Committee, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada, R3S 2E9. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Economics. Applicants are being accepted for one or more appointments in ranks commensurate with candidates' qualifications. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: International Economics, Labor Economics, Monetary Theory and Institutions. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to: Dr. K.M. Bennett, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment, July 1, 1984. Closing date for receipt of applications, December 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

UNIVERSITY OF MANITOBA. Education. Applications are invited for the position of Director of the Winnipeg Education Centre, which has been established to prepare teachers and others particularly sensitive to the problems of the innercity and to provide access to a high standard of post-secondary education to residents in the city's core area. The Centre has a staff of 5

full-time members, 5 part-time members, and a student population of approximately 60. The initial contingent appointment will be for three years beginning July 1984 at the rank of assistant or associate professor depending on qualifications and experience. The applicant should have a teaching certificate, experience with inner city education, a graduate degree in education, and administrative experience. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date: 30 December 1983. Applications together with C.V.s and the names of three referees should be sent to: John J. Slapleton, Chairman, Search Committee, Room 204, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

DAHOUSIE UNIVERSITY. Education. 1. Rank and nature of appointment: Assistant Professor (tenure-track) appointment in Math and Computer Education. 2. Qualifications: Ph.D. in Math and Computer Education, or one approaching completion, is required. Experience essential in the teaching of secondary school math and in the supervision of practica for student teachers. Experience also in elementary math is desirable. A proven record of teaching masters level programmes in computer education, consulting, and in-service education is sought. Evidence required of an ability to work effectively with school teaching staff and also to relate to a university department which holds a broad view of curriculum in close association with foundation disciplines of history, philosophy, psychology, and sociology. 3. Duties: Graduate and undergraduate teaching, the supervision of theses, projects, and field experience; and the development of a vigorous programme of in-service education. 4. Salary and Conditions: Commensurate with experience. 5. Applications: Professor Ruth Gamburg, Secretary, Appointments Committee, Department of Education, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. 6. Deadline: January 15, 1984. 7. Note: Availability of the appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an affirmative action employer.

UNIVERSITY OF MANITOBA. Education. Applications are invited for up to a two-year term appointment, subject to budgetary approval, at the rank of Assistant or Associate Professor in the Educational Psychology Department. The successful candidate will be expected to: 1) Teach at the undergraduate and graduate level in Special Education; 2) Work in co-operation with the Special Education programs in the province; 3) Teach in the Mental Retardation and in the initiation of a program in Behavioural Disorders. Preference will be given to candidates with a Ph.D. or equivalent and with demonstrated commitment in the delivery of services to those with emotional behavioural disorders. Both men and women are encouraged to apply. In accordance with Canadian employment and immigration policy, consideration in the first instance will be given to Canadian citizens and permanent residents. As of June 13, 1983, authorization has been received to advertise this position outside of Canada. This position is available as of January 2, 1984 and will remain open until a suitable candidate is found. Applicants should forward their curriculum vitae and the names of three referees to: Dr. William E. Schulz, Head, Department of Education, Psychology, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. (Phone: 204-474-9017).

UNIVERSITY OF VICTORIA. Faculty of Education. The Faculty of Education will require Sessional Instructors during the 1984 Summer Session. Applications are invited for the following areas: Graduate Courses; Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Physical Education; Special Education; Undergraduate Courses; Music Education; Physical Education; Outdoor Recreation; Music Education; Art Education; Mathematics Education; Science Education; Social Studies; Reading/Language Arts; Foundations; Educational Psychology; Exceptional Children; Learning Disabilities; Counselling; Media and Library Education. Preference will be given to candidates eligible for employment in Canada at time of application. Send application letter and curriculum vitae, by February 1, 1984 to: Dr. R.L. Williams, Associate Dean, Faculty of

Education, University of Victoria, Box 1700, Victoria, B.C. V8W 2Y2.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. OTTAWA VALLEY CENTRE. Education. Applications are invited for a tenure track faculty position at the OISE Ottawa Valley Field Centre at a level to be determined by qualifications and experience. The position entails the conduct of research and field development activities with school systems in the Ottawa region, especially activities related to Francophone education. Candidates should be fluent in English and French, possess a master's degree in an educational field, have a successful research record, and be familiar with the Ontario educational system. Applications with research backgrounds in curriculum, evaluation, computers in the classroom, educational administration, or any combination of these would be especially useful. This position is available July 1, 1984 but applications should be received by January 3, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae and the names of three or more referees to: Dr. John Davis, Executive Head, Field Services and Extension, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6.

ENGINEERING

McMASTER UNIVERSITY. Mechanical Engineering. Applications are invited for a tenure track appointment in the Department of Mechanical Engineering. Applicants should hold a recent Ph.D. and have research interests in the general areas of Thermodynamics and Fluid Mechanics. Teaching responsibilities will primarily cover undergraduate and graduate courses in the above areas. Salary and rank will be commensurate with experience and qualifications. It is expected that the appointment will be made at the junior level. The appointment will be made in accordance with Canadian immigration regulations and this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referees to: Dr. J.H.T. Wade, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. Tentative starting date July 1st, 1984.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. Applications are invited for a tenure track faculty position in the field of solid mechanics and structures. The applicant will be expected to teach at the undergraduate and graduate level, and show a demonstrated interest in research. An earned Ph.D. is required. Applicants must be eligible for registration in a Provincial Association of Professional Engineers. The rank of appointment will depend on the qualifications of the successful applicant. It is expected that this position will be filled by September 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a detailed curriculum vitae and three references sent to Professor Ralph M. Francis, Head, Department of Civil Engineering, P.O. Box 4400, U.N.B., Fredericton, N.B. E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. Applications are invited for a tenure track faculty position in the field of Construction Planning, Construction Management, Building Construction and Building Materials. The successful applicant will be expected to teach undergraduate and graduate courses, and to develop research programs. Qualifications should include at least a master's degree in the construction areas noted and at least two years of practical experience in on-site construction. This appointment will be made at the Assistant Professor level. Applicants must be eligible for registration in a provincial Association of Professional Engineers. This position will be effective January 1, 1984 or until filled. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a detailed curriculum vitae and three references sent to: Professor Ralph M. Francis, Head, Department of Civil Engineering, U.N.B., P.O. Box 4400, Fredericton, N.B. E3B 5A3.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electric Engineering. Applications are invited for two tenure-track faculty positions at the assistant or associate professor level in the general area of Electronics. In addition to teaching courses at the undergraduate and graduate level, the successful candidates will conduct their research at the Applied Microelectronics Institute, Halifax, which is located on the same campus. Specialization in one or more of the following areas will be an asset: Digital techniques and system design, Optoelectronics, Computer-aided design, Power electronics, Data communication systems, Integrated circuit design. Salary and rank will be commensurate with qualifications and experience. Please send your résumé to Dr. W.Z. Farn, Professor and Head, Department of Electrical Engineering, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2Y4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Faculty of Science and Engineering. Engineering Management Program. Applications are invited for appointment in a recently introduced Engineering Management Program. This will be a tenure track position at a level appropriate to the candidates' qualifications. Duties will include teaching, research, and active involvement in the further development of the program. Candidates should hold a doctoral degree, preferably in industrial engineering, or in a closely related field. Industrial experience will be considered as a significant advantage. Applications including curriculum vitae and names of three referees should be addressed to: Dr. A.S. Krausz, Director, Engineering Management Program, University of Ottawa, Ottawa, Ontario, K1N 6N5. Bilingual candidates are preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for two tenure track positions; one in experimental thermal/fluids, the other in manufacturing for which experience in computer-aided manufacturing would be an asset. Candidates should have a Ph.D. and will be expected to teach both undergraduate and graduate courses, as well as maintain an active research program. Résumés with names of three referees should be sent to Professor H.W. Kerr, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENGLISH

UNIVERSITY OF VICTORIA. Department of English. Subject to budgetary approval, the Department of English intends to appoint an Assistant Professor to a tenure-track position, effective 1 July 1984. All candidates will be considered, but those qualified in one or more of the following areas will be preferred: medieval literature, critical theory, rhetoric and composition, Romantic poetry, and contemporary literature. The salary depends on the qualifications and experience. Candidates should send a cv and the names of three referees to Dr. Edward Berry, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2; the deadline for applications is 15 January 1984. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

QUEEN'S UNIVERSITY. English. The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment in Canadian literature at the senior assistant or associate professor level. Preference will be given to candidates having a Ph.D., publications in the field and teaching experience. Successful candidates will include thesis supervision and general teaching duties. Male and female applicants are equally encouraged to apply. In compliance with Canadian immigration regulations, Canadian citizens and permanent residents will be given preference. Applica-

tions should be accompanied by a curriculum vitae, the names of three referees, and should be addressed to Dr. D.D. Speltz, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6. The closing date for applications is 31 January 1984.

THE UNIVERSITY OF WESTERN ONTARIO. English. Conditional upon the availability of funds, an opening is expected for 1984-85 (effective July 1, 1984). The appointment, at the Assistant or Associate Professor level, will be limited-term or probationary, the nature and duration of the contract dependent upon the qualifications and experience of the applicant. For the Assistant Professor level (1983-84 minimum \$23,625.00) the Ph.D. or equivalent is expected. The successful candidate will show strong promise of rapid and successful progress to graduate teaching and supervision. He/she should demonstrate potential or achieved strength in both teaching (at all levels) and research. For the Associate Professor level (1983-84 minimum \$28,088.00) an excellent teaching record and substantial publication will be required. An active research interest in Renaissance non-dramatic literature (preferably with a specialization in Spenser, Milton, or Donne) or in the major writers of the Romantic period is sought. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: February 1, 1984. Send applications to: James F. Woodruff, Chairman, Department of English, University of Western Ontario, London, Ontario N6A 3K7. N.B. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of all university records, and the names of three referees whom the applicant has asked to write on his/her behalf will be considered. An equal opportunity employer.

UNIVERSITY OF VICTORIA. English. The Department of English at the University of Victoria invites applications for a limited number of seasonal appointments to teach Intercession (May-June 1984) and Summer Session (July-August, 1984). Candidates should submit a current curriculum vitae, stating academic and teaching experience, and applications should be addressed to Dr. Edward Berry, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, no later than Friday, 30 December 1983. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment to qualified male and female applicants.

FILM STUDIES

SIMON FRASER UNIVERSITY. Centre for the Arts. Film. Simon Fraser University expects to make a visiting faculty appointment in film production at the rank of assistant professor for a 1 or 2 year term. This position involves teaching at the intermediate and advanced levels of filmmaking, conducting critical seminars, and participating in faculty supervision of student films. Qualifications should include substantial professional experience in a variety of filmic genres (i.e., documentary, dramatic, film art), a demonstrated ability to teach the craft of film at all levels, and some familiarity with contemporary film theory and criticism. Candidates should be prepared to accept faculty responsibilities within an interdisciplinary fine and performing arts department, duties to begin September 1, 1984. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is subject to budgetary authorization. An internal candidate has been identified. Letters of application, a complete curriculum vitae, and names of three referees should be received by February 12, 1984, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6.

QUEEN'S UNIVERSITY. Film Studies. The Department of Film Studies at Queen's University seeks an individual to teach film criticism courses on a full or part-time basis. The appointment is for an 8 month period to replace a sabbatical. Strength in film history is desirable, but ability to teach in other areas is also welcome. Copies of a curriculum vitae and letter describing areas of interest should be sent to Bill Nichols, Head, Department of Film Studies, Queen's

University, Kingston, Ontario, K7L 3N6. Deadline is March 15, 1984. According to regulations of the Department of Employment and Immigration Canada, preference must be given to Canadian citizens, landed immigrants or permanent residents of Canada. Candidates of both sexes are equally encouraged to apply.

FINANCE/MANAGEMENT SCIENCE

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant Professor (tenure-track), subject to University approval, available July 1, 1984. The position is open for applicants holding a doctorate degree (or nearly completed) and have proven research capability. It is also desirable that the candidate possess a professional designation. Principal teaching duties will be in accordance with the areas of: (1) management accounting; (2) control; (3) financial accounting, at both introductory and advanced level in the M.B.A. program and the undergraduate program. Salary will be competitive depending on qualifications. Interested applicants should write, enclosing résumé to three reference letters, to: Professor J.E. Smyth, Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1V4. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching elementary and advanced finance courses in an expanding co-op program now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. An application including a curriculum vitae and the names of three references should be sent to: Prof. J.A. Edds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

CONCORDIA UNIVERSITY. Department of Finance. Positions open at assistant and associate level. Will consider full rank with appropriate qualifications. Candidates with demonstrated qualities of leadership and administrative ability will be considered for the position of Chairperson. Closing date: 1983/84 or 1984/85. Applicants at assistant rank should have Ph.D. or be close to completion and have considerable teaching experience as well as demonstrated research potential. Associate level candidates must have a strong record of teaching and research accomplishment. Business experience is also highly desirable. We are particularly interested in applicants with strength in corporate finance theory, investments, financial institutions, real estate and managerial economics. Concordia University offers programs at the undergraduate, MBA and Ph.D. levels. The finance department has 13 full-time positions and a strong commitment to high-quality teaching and research. Teaching commitments are limited to two days a week, 26 weeks per year. There is a full range of research support facilities. Please send C.V. and names of three referees to: Dr. Cleveland S. Patterson, Chairman, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. Tel: (514) 872-2857. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in quantitative/management science. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the

Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following areas: (1) information systems, (2) computer science, and (3) data processing. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

FOOD SCIENCE

UNIVERSITY OF ALBERTA. Food Science. Food microbiology. Tenure track, Assistant Professorship available. Closing date: July 1, 1984. Salary floor of \$30,820.00 per annum (1982-83 salary scale). The successful candidate will be expected to teach undergraduate and graduate courses in food microbiology and related areas and to conduct a research program. Minimum qualifications include a Ph.D. degree, appropriate Ph.D. degree. Apply before February 15, 1984 to the Chairman, Food Science Department, University of Alberta, Edmonton, Alberta, Canada T6G 2P5, (403) 422-5188. The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH STUDIES

UNIVERSITY OF ST. JEROME'S COLLEGE. French. Applications are invited for the position of Assistant Professor of French. Tenure stream possible. Qualifications required: Ph.D. or equivalent; highly scholarly promise; and, most important, teaching effectiveness with undergraduate students. Preferred area of expertise: Linguistics with an emphasis on the didactics of French as a second language. Starting date of appointment: July 1, 1984. Salary: Assistant Floor, \$25,300, negotiable according to experience. Applications should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. French Studies/Études françaises. Position Available: Assistant Professor (French Studies). Area of Specialization: Ph.D. in 17th and 19th Century French literature. Demonstrated interest in the teaching of French as a second language. Position effective: July 1st, 1984. Salary: \$25,300. To teach courses in 17th or 19th century French Literature at the undergraduate level; to teach French Language courses at the elementary level. Deadline for applications: February 15th, 1984. Applications to be sent to: Dr. M.K. Kremer, Acting Chairman, Department of Languages and Literatures, University of Guelph, Guelph, Ontario N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. Poste disponible: Professeur adjoint (Études françaises). Domaine de spécialisation: Doctorat en littérature française du 17e ou 19e siècle. Enseignement du français langue seconde au niveau universitaire. Entrée en fonctions:

1er juillet 1984. Responsabilité: Enseignement de la littérature française au niveau de 1er cycle (17e ou 19e siècle). Enseignement de cours élémentaires de français langue seconde. Dates: 15, 16, 17 avril 1984. Adresse: Dr. M.K. Kremer, Acting Chairman, Department of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents.

DALHOUSIE UNIVERSITY. Department of French. Tenured or Tenure-track position with specialization in French-Canadian literature and Civilization. Rank open. Native or near native fluency in French, Ph.D. required. Position available July 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants will be given to candidates with a strong commitment to research, especially in the field of bioclimatology. The successful candidate will be required to teach climatology at the introductory levels and his or her own specialty at advanced level. Ability to participate in an expanding graduate programme in biogeography is desirable. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Application deadline: January 15, 1984. Address: John P. Radford, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview Ontario, Canada M3J 1P3.

GEOGRAPHY

YORK UNIVERSITY. Department of Geography. Tenure stream Assistant Professor in Climatology commencing July 1, 1984. Ph.D. required. Preference will be given to candidates with a strong commitment to research, especially in the field of bioclimatology. The successful candidate will be required to teach climatology at the introductory levels and his or her own specialty at advanced level. Ability to participate in an expanding graduate programme in biogeography is desirable. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Application deadline: January 15, 1984. Address: John P. Radford, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview Ontario, Canada M3J 1P3.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to commence September 1, 1984. To teach graduate and undergraduate courses in resources management. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Canadian immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to commence September 1, 1984. To teach graduate and undergraduate courses in urban or economic geography and quantitative techniques. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Canadian immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

QUEEN'S UNIVERSITY. Department of Geography. Two Positions. Commencing July 1, 1984. Position One: a tenure-track (tenure-track) position at the Assistant Professor level in urban economic geography. The appointee would be expected to contribute centrally to the graduate programme and research activities of the department as well as to the undergraduate programme. Strong preference will be given to candidates with substantial interests and background in spatial economic analysis, statistical methods, and computer applications. Ph.D. required. Position Two: A non-renewable replacement position for one or two years. Rank will depend upon qualifications and financial resources. An appointee is sought who would serve to enhance our undergraduate, graduate, and research ac-

tivities in the areas of remote sensing, geographic information systems, aerial photograph interpretation, and national mapping. Preference will be given to candidates with an interest in the application of remote sensing to geographic problems. Department of Employment and Immigration regulations specify that Canadian citizens and landed immigrants will be given preference. Candidates of either sex are encouraged equally to apply. Applications, together with full curriculum vitae and the names of three referees, should be submitted by January 15, 1984 to: Dr. Brian S. Osborne, Head, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Geography. Positions are invited for one tenure-stream position at the Assistant Professor level, commencing July 1, 1984. Applicants must have teaching and research interests in climatology and be qualified to teach other aspects of physical environmental systems. Send curriculum vitae and names of three referees to Professor E. Relf, Geography, Scarborough Campus, University of Toronto, 1265 Midland Trail, Scarborough, Ontario, M1C 1A4, by January 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology. Faculty Position in Metamorphic Petrology. A 3-year academic appointment is available effective 1 July 1984. The successful applicant will teach undergraduate and graduate courses in metamorphic and igneous petrology and maintain a vigorous research program. Research fields are open but preference may be given to candidates with expertise in metamorphic petrology. The department has well equipped laboratories including high-quality experimental and analytical facilities. The successful applicant will have a sufficient knowledge of NAA, XRF, or electron probe to help supervise one or more of them. Ph.D. is required (or about to be granted). Post-doctoral research experience would be an asset. Appointment will be at Lecturer or Assistant Professor level. Salary commensurate with qualifications and experience at these starting levels. Lecturer \$21,195, Assistant Professor \$25,393. Enquiries including a résumé and names and addresses of 3 referees should be addressed to Prof. G. Norris, Chairman, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for applications is 31 January 1984. In accordance with Canadian immigration we are required to direct this advertisement initially to Canadian citizens and permanent residents after which other applicants may be considered.

HISTORY

DALHOUSIE UNIVERSITY. History. Invitations are invited for one full-time or two fifty per cent of full-time appointment(s) for a one year limited term at the assistant professor level in Post-Confederation Canadian and British Imperial History. Applications should be received by January 15, 1984. Apply to: Chairperson, Department of History, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an affirmative action employer.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of History. The Department of History, University of Toronto invites applications for a tenure-stream position at the rank of Assistant Professor, starting from July 1, 1984 at the Erindale Campus. The successful candidate should have a Ph.D. and some teaching experience in the field of Canadian History. Salary is dependent on qualifications and experience. Send enquiries to: Professor R.E. Johnson, Erindale Campus, University of Toronto, Mississauga, Ontario, L5L 1C6 before December 30, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HISTORY OF MATHEMATICS

UNIVERSITY OF TORONTO. History of Mathematics. The Institute for the History and Philosophy of Science and Technology of the University of Toronto invites applications for a tenure-track Assistant Professorship in the history of mathematics, for which the salary, depending on qualifications, is \$25,400 to \$43,000; the position begins on July 1, 1984. The rank of beginning Associate Professor, with salary starting at \$31,200, is also a possibility. Candidates must have a Ph.D. or its equivalent and a strong record of scholarly publications. The Institute seeks as its first choice someone whose work concentrates on aspects of eighteenth or nineteenth century mathematics which are closely related to the history of physics. We will also consider applicants concentrating in the scientific revolution or in ancient mathematics. We require a person able to provide leadership to a program of graduate teaching. Applications, including curriculum vitae and names of at least two references, should be sent by January 15, 1984 to Prof. J.Z. Buchwald, Dept. of Assistant Professor, 73 Queen's Park Crescent East, Toronto, Ontario M5S 1K7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

UNIVERSITY OF ST. JEROME'S COLLEGE. Italian. Applications are invited for the position of Assistant Professor in Italian. Qualifications required: Ph.D. or equivalent; high scholarly promise; and, most important, teaching effectiveness with undergraduate students in regular programs and with mature students in extension courses. Starting date of appointment: July 1, 1984. Salary: Assistant Floor, \$25,300, negotiable according to experience. Applications should be mailed to: Dr. Peter J. Naimo, Director, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF OTTAWA. Faculty of Law. Applicants are sought for the position of Director of Legislative Drafting Programme (English language) effective 1 July 1984. Legislative drafting is a specialized programme offering a graduate law degree (LL.M.) or a Diploma. Applications may be made to Dean A.W.R. Carrothers, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5. Details available on request. Salary commensurate with qualifications. Other terms governed by Collective Agreement. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Law. Applications are invited for full-time teaching positions at the Faculty of Law of the University of Victoria. The qualifications include a common law legal education and graduate work in law. Preference may be given to applicants who have an interest in innovative teaching methods. Appointments are subject to the availability of funding. The University of Victoria offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian Government immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications, a curriculum vitae and the names of three referees should be sent to Dean Lyman R. Robinson, Faculty of Law, University of Victoria, Box 2400, Victoria, B.C. V8W 3H7.

UNIVERSITY OF OTTAWA. Faculty of Law. Applications are invited for full-time teaching positions in the Common Law Section from July 1, 1984, subject to budget approval by the University. No particular area of law is preferred. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean A.W.R. Carrothers, Faculty of Law, University of Ottawa, Ottawa, Ontario, K1N 6N5.

University of Ottawa, Ottawa, Ontario K1N 6N5. Applications are particularly invited from persons competent to offer Common Law instruction in the French language. **UNIVERSITÉ D'OTTAWA.** Faculté de droit. Postes d'enseignement à temps plein la Section de 'Common Law', 1er juillet 1984, sous réserve d'approbation budgétaire. Aucune spécialisation en droit n'est privilégiée. Le salaire et le statut professoral à déterminer selon la compétence et l'expérience. Conformément aux exigences du Ministère d'Emploi et Immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Soumettre votre demande à Monsieur A.W.R. Carrothers, doyen, Faculté de droit, Section de 'Common Law', Université d'Ottawa, Ottawa (Ontario) K1N 6N5. Nous sollicitons plus particulièrement la candidature de juristes compétents en langue française pour enseigner la 'common law' dans cette langue.

THE UNIVERSITY OF BRITISH COLUMBIA. Law. Applications are invited for a full-time tenure track position in the Faculty of Law commencing 1 July 1984, subject to budget approval by the University. Applicants should have an established reputation in the areas of corporate and commercial law. Salary and rank will be commensurate with qualifications and experience. Applicants should hold a LL.M. or equivalent degree, and additional graduate work, practice or equivalent experience is highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to Dean Peter Burns, Faculty of Law, The University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Y1. Closing date for applications is 31 January 1984. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

MANAGEMENT

CONCORDIA UNIVERSITY. Department of Management. The Department of Management at Concordia is seeking qualified specialists in the areas of Small Business, Industrial Relations, and Transportation. Rank and salary are open. Applicants should have a Ph.D. in hand and significant evidence of research productivity in the field. Preference will be given to Canadian citizens and permanent residents. Please direct dossiers to Prof. Ron Crawford, Dept. of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for two teaching positions in the Department of Management. Rank is open. Salary is competitive. Duties include the teaching of Policy/Social Issues, Organizational Behaviour/Organizational Theory, or Personnel/Industrial Relations. The effective date of the appointments is September 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should be directed to Dr. Shripad Pendse, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MATHEMATICS

YORK UNIVERSITY. Department of Mathematics. Applications are invited for tenure-track positions at the Assistant Professor or possibly higher level, and also for limited-term positions of one, two or three years' duration. At least one tenure-track position will be in statistics or in operations research. Applicants should have proven ability or demonstrated potential for research and teaching. Cross appointments with other departments are possible. All of these positions commence July 1, 1984, and all are subject to budgetary and academic approval. Applications with detailed curriculum vitae should be sent to: Chairman, Department of Mathematics, N520 Ross Building, York University, Downsview (in Toronto), Ontario M3J 1P3, Canada. Applicants should request at least three referees to send letters of recommendation to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian

UNIVERSITY OF OTTAWA, Department of Mathematics. Applications are invited for a tenure-track position at the level of assistant professor commencing July 1, 1984. Requirements are a Ph.D. in Mathematics and a minimum of 3 years of research and teaching. Duties include teaching and research. For this position, a ability to teach in English and French is a requirement for tenure. Applicants should submit a curriculum vitae and arrange to have their names forwarded to: Dr. Deraz, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 9A8. The closing date is December 31, 1984. In accordance with Canadian immigration requirements, this advertisement is open to Canadian citizens and permanent residents.

MEDICINE

UNIVERSITÉ DE SHERBROOKE. Faculté de Médecine. Directeur de Laboratoire de biochimie clinique. Un poste de professeur adjoint ou agrégé est disponible au Département de biochimie. Le candidat devra posséder un diplôme de biochimie et de biochimie médicale. Une connaissance de la langue française est essentielle. La tâche pourrait inclure la direction du laboratoire de biochimie clinique. On s'attend à ce que le candidat participe activement à l'enseignement. Les candidats doivent fournir un curriculum vitae, un résumé de leurs intérêts de recherche ainsi que trois lettres de références au plus tard le 31 décembre 1983. Les applications devront être envoyées à: Dr J. G. Macdonald, Département de Biochimie, Faculté de Médecine, Université de Sherbrooke, Sherbrooke, Québec, Canada, J1H 5N4. D'après les règlements de l'immigration canadienne, la priorité sera donnée aux candidats et aux résidents permanents du Canada.

UNIVERSITY OF QUEBEC, INSTITUT ARMAND-FRAPIER, Epidemiologist or Biostatistician. The Institut Armand-Frappier, a research Institute of the University of Quebec located in Montreal, is seeking applications for the following positions: Epidemiologist or Biostatistician. Candidates must have a Ph.D. or equivalent experience in biostatistics, and should have experience in cancer or occupational studies, in particular analyses of case-control and cohort studies. Epidemiologist. Candidates must have a Ph.D. in epidemiology, with equivalent background to Ph.D. in epidemiology. Experience in conducting cancer or occupational studies is preferred; however, outstanding investigators in any area will be considered. The successful candidates will participate in epidemiologic research, in developing innovative methods for occupational cancer epidemiology. Initiative in developing new research ideas and seeking funding for them will be encouraged. Opportunities are available for training graduate students in epidemiology or biostatistics. Full-time three year appointment with definite opportunity for renewal. Rank and salary depend on successful candidate's experience and training. Salary range \$33,000 to \$57,000 for Ph.D. and \$25,000 to \$37,000 for M.Sc. Successful candidates will be given Canadian citizenship and permanent residence. Knowledge of French an asset. Send résumé and names and addresses of three referees before 31 December 1983 to: Mr. Jack Slematycki, Ph.D., Epidemiology and Preventive Medicine, Institut Armand-Frappier, 531 des Prairies Blvd., Laval, Quebec, Canada H7V 1B7.

UNIVERSITÉ DU QUÉBEC, INSTITUT
ARMAND-FRAPPIER. Épidémiologiste ou
Biostatisticien. L'Institut Armand-Frappier,
un Institut de recherche de l'Université du
Québec situé à Montréal, recherche deux
personnes pour occuper des postes de
Biostatisticien — Le candidat doit posséder
un Ph.D. ou avoir une expérience
équivalente en biostatistique. Une ex-
périence dans l'étude du cancer ou des pro-
blèmes épidémiologiques de cancers occu-
pationnels ou de population est requise;
Épidémiologiste — Le candidat doit
posséder un Ph.D. en épidémiologie ou un
M.D. avec expérience épidémiologique ou Ph.D.
en épidémiologie. Le candidat doit avoir
une expérience dans l'étude du cancer ou sur les problèmes
occupationalles serait préférable mais le
dossier de tout bon candidat sera con-
sidéré. Les candidats choisis s'intégreront à
un équipe de chercheurs étroitement
collaborant et de méthodes nouvelles
dans l'épidémiologie des cancers occu-
pationnels. Ils devront préparer des projets de
recherche, trouver les fonds pour les
réaliser et aussi participer à la formation
des jeunes en épidémiologie ou en
biostatistique. Contrat de travail à plein
temps pour une période de trois ans avec
possibilité de renouvellement. Rangs
académiques et salaire dépendant de
l'expérience et du niveau d'éducation. Le
salaire pour un Ph.D. varie de \$33,000 à
\$57,000 et pour un médecin de \$40,000 à
\$62,000. La préférence sera donnée au
citoyen canadien ou à l'immigrant réçu. En-
voyez votre curriculum vitae et photo à
trois personnes pour leur avis et pour
fournir des références avant le 31
décembre 1983 à: Monsieur Jack
Sieniatsky, Ph.D., Centre de recherche en
épidémiologie et médecine préventive, In-
stitut Armand-Frappier, Université du
Québec, Montréal, Québec, Canada H3T 1B7.

THE UNIVERSITY OF BRITISH COLUMBIA. Pathology. Connective tissue cell biologist/biochemist to study proteoglycans in tissue culture models of degenerative joint disease. Five year appointment with salary commensurate with the Assistant Professor or higher level is anticipated beginning July 1, 1984. A Ph.D. or its equivalent with relevant research experience and demonstrated independent research ability is required. Send résumé and references to: Dr. R. H. Peirce, Department of Pathology, The University of British Columbia, 275 Wesbrook Mall, Vancouver, B.C. V6T 1W5, Canada. In accordance with Canadian immigration requirements, the successful candidate must be a Canadian citizen and permanent resident.

McGILL UNIVERSITY McGill Cancer Centre
Research Associate position available immediately. Ph.D. required and at least three years of experience in the following areas: Structure and biosynthesis of membrane glycoproteins, metabolism of polyaromatics and their role in biosynthesis of glycoproteins and glycolipids. Knowledge of chemical and multigene organisms, use of inhibitors and sugar analogs in glycosylation reactions. In attendance with Canadian immigration regulations preference will be given to Canadian citizens and landed immigrants. Send applications, curriculum vitae and names of three referees to: Dr. Anne Herscovics, Associate Professor, McGill Cancer Centre, 3841 University Street, Montreal, P.Q. Canada H3G 1Y6.

MCGILL UNIVERSITY, Physical Therapy Division. Applications are invited for a full time academic appointment in the Division of Physical Therapy, McGill University, from September 1984. McGill University offers a B.Sc. degree in Physical Therapy as well as an M.Sc. degree in Rehabilitation Medicine. We seek individuals with a B.Sc. degree in Physical Therapy who possess a Doctoral degree and a strong clinical background. Duties include teaching at both the undergraduate and graduate levels as well as supervision of graduate research. Salary according to McGill norms. Send resume and teaching experience to: Department of Physical Therapy and names of three references to: Martha Piper, Ph.D., Director, School of Physical and Occupational Therapy, McGill University, 3654 Drummond Street, Montreal, P.Q. H3G 1Y5. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. School of Physical and Occupational Therapy. Applications are invited for a full-time joint academic appointment in the Department of Anatomy and the School of Physical and Occupational Therapy, Faculty of Medicine, McGill University for September 1984. Qualified candidates should be therapists or persons

who have a background in rehabilitation medicine and who possess a doctoral degree in Anatomy. Expertise in bone, muscle or connective tissue is desired. Duties include teaching the anatomy component of the physical and occupational therapy curriculum as well as supervising graduate research in anatomy and rehabilitation. Applicants must be able to establish a strong research program and must have a commitment to undergraduate instruction. Academic rank negotiable. Salary: \$25,000-\$35,000. Send curriculum vitae, and names of three references to: Dr. Yves Clemont, Chairman, Department of Anatomy, 3540 University Street, Montreal, Quebec, H3A 2B2. In accordance with Canadian immigration regulations, all offers of employment are directed to Canadian citizens and permanent residents.

MODERN LANGUAGES

THE UNIVERSITY OF LETHBRIDGE
Modern Languages. Title: Assistant Professor, Department of Modern Languages, Faculty of Arts and Science. Qualifications: Ph.D. in French, with emphasis in French literature and linguistics. Teaching experience: 10 years. Duties: Teach undergraduate courses in French language, literature, culture and civilization, as well as an elementary course in German language. Must also have a commitment to research. Salary: \$22,000-\$26,000 (minimum) and \$28,319. Applications: 10. Applications should include a curriculum vitae and the names of three referees sent to: Dr. M.G. Hesse, Chairman, Department of Modern Languages, The University of Lethbridge, 4401 Alberta Avenue, T1K 3M4. Effective Date: Tenure-track at the rank of Assistant Professor, beginning July 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Closing date: January 15, 1984.

MUSIC

UNIVERSITY OF ALBERTA. Department of Music. Position (subject to funds being made available): Assistant Professor of Music. Teaching responsibilities to include courses in aural musicianship and other theoretical subjects with an emphasis on undergraduate work; supervision of graduate student research; occasional

teaching of music history course. The applicant will be expected to establish an ongoing research program in music history studies leading to publication. Participation in the committee work of the Department and University and contributions to the community and profession at large will be required. The position may require a Ph.D. in Theory or equivalent; a primary interest in the area of aural musicship and its methodology; preference will be given to applicants with teaching experience at the postgraduate level. Initial salary will be approximately \$30,000.00 subject to the annual salary adjustment effective 1 July, 1984. Send letter of application and curriculum vitae to: Dr. J. R. MacGillivray, Chairman, Department of Music, University of Alberta, Edmonton, Alberta, T6B 2C9; three confidential letters of reference should be sent directly by the referees. Date of application deadline is 15 February 1984. The position will be accepted until February 15, 1984. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is open only to Canadian citizens and permanent residents.

NEUROSCIENCE

UNIVERSITY OF BRITISH COLUMBIA
Neurosciences. The Kinsmen Laboratory (Department of Psychiatry, U.B.C.) invites applications from outstanding individuals for a tenure-track position in neuroscience research and teaching in neuroscience for one or two tenure-track positions. Each appointee will be expected to develop an independent research program in an emerging field of neuroscience. Applicants should have a Ph.D. and/or M.D. degree and have shown clear evidence of a capacity for productive original research. The laboratory offers excellent research facilities and collaborative, interdisciplinary research is encouraged, as is collaboration with clinical

psychiatrists and neurologists. The laboratory is located in the psychiatric hospital; adjacent hospitals have research clinics in epilepsy, movement disorders and Alzheimer's disease, as well as a PET-NMR imaging centre. Applicants should send curriculum vitae, list of publications, a brief summary of research plan, and the names and addresses of three references to: Dr. E.G. McGeer, Division of Neurological Sciences, Department of Psychiatry, University of British Columbia, 2255 West Broadway, Vancouver, Canada, V6T 1Z6. Applications will be considered on a rolling basis, in accordance with Canadian Employment and Immigration regulations, priority for these positions will be given to Canadian citizens and permanent residents.

OCCUPATIONAL THERAPY

McGILL UNIVERSITY, Occupational Therapy Division. Applications are invited for a full-time academic appointment in the Division of Occupational Therapy, McGill University, for September 1984. McGill University offers a B.Sc. Degree in Occupational Therapy as well as a M.Sc. Degree in Rehabilitation Medicine. Qualified candidates should be occupational therapists who possess a minimum of a B.Sc. Degree and some clinical background in either Physical Medicine or Psychosocial Functioning. Send letter stating teaching and research interest, curriculum vitae, and names of three references to: Martha Piper, Ph.D., Director, School of Physical and Occupational Therapy, McGill University, 3655 Drummond Street, Montreal, P.Q. H3G 1Y6. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

DAHLHOUSE UNIVERSITY. Occupational Therapist. Applications are invited for one full time, tenure track faculty position in the School of Occupational Therapy, beginning September 1, 1993. The successful candidate will hold a doctoral degree with a minimum of three years clinical experience in the field of physical dysfunction. Other areas of speciality will be considered. The successful candidate will include in the application each of the following: a curriculum vitae, a list of research and administrative functions. Salary and rank will be commensurate with qualifications. The successful candidate will have experience with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and resumes should be sent to the Director, School of Occupational Therapy, 1000 University Drive, Dalhousie University, Halifax, Nova Scotia, B3H 3H4.

ORGANIZATIONAL BEHAVIOUR

ATHABASCA UNIVERSITY, Organizational Behaviour Area, Academic Co-ordinator (tenure-track). Athabasca University, unique in Canada, specializes in distance education and offers Bachelor degrees in Administration, Arts and General Studies. There are currently over 10,000 course enrolments. Responsibilities: to co-ordinate and recruit for the academic area relevant to Administrative Principles, Personnel Administration and Organizational Behaviour. To work with a team of course designers in planning, developing and revising this stream of courses. To engage in related research, publications and conferences. Will be required to have a MBA and substantial experience with Management in adult and/or professional education an asset. Salary: dependent on qualifications and experience. Assistant Professor equivalent \$31,140 to 42,324. Associate Professor equivalent \$39,240 to \$53,316. For consideration send resume to: \$59,940. The university will be relocating to its new facilities in the town of Athabasca, 85 miles north of Edmonton in the autumn of 1984. Competition remains open until suitable candidate is found. Reply with resume and the names of at least three referees to: Dr. J. A. MacLennan, Department, Athabasca University, 12625 14th Street, Edmonton Alberta, T5V 1G9.

PHILOSOPHY

DALHOUSIE UNIVERSITY. Department of Philosophy. Applications are invited for a tenure track position at the rank of Assistant Professor, beginning July 1, 1984. Candidates should have a Ph.D. in philosophy. Preferred expertise: epistemology, metaphysics, or philosophical logic (specialization in the philosophy of science is especially preferred). Competence in some area of the history of philosophy is desirable. Both graduate and undergraduate teaching will be required. Applications should be sent to Professor Susan Sherwin, Chairperson, Department of Philosophy, Dalhousie University, Halifax, Nova Scotia, B3H 3A5, and should be received by January 10. Dalhousie University is an Affirmative Action employer and applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Department of Philosophy. The Department of Philosophy invites applications for a regular appointment at the rank of Assistant Professor, beginning July 1984, subject to budgetary approval. The primary requirement for the position is a Ph.D. and specific competence in Philosophy of Science and Logic. As a secondary requirement candidates should also be well-qualified to give courses on at least one of the following: Philosophy of Language, The Empiricists & Kant, Theory of Perception. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Applications, supported by c.v. and three letters of reference, should be sent to the Chairman, Department of Philosophy, University of Victoria, Victoria, B.C., V8W 2Y2. Submission deadline: 15 February 1984.

QUEEN'S UNIVERSITY. Philosophy. The Philosophy Department at Queen's University invites applications for an appointment at the rank of Assistant Professor, beginning July 1984. The appointment is for one year in the first instance but may be renewed for a second year, for a two year maximum. Ph.D. required. Specialization open, though competence in European philosophy and/or applied ethics would be an asset. Salary commensurate with qualifications. Send curriculum vitae, and three letters of reference, to Professor A.P. Fell, Chairman, Department of Philosophy, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Closing date for receipt of applications, 10 January, 1984. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Physics. Applications are invited for an anticipated one year leave replacement opening at the Assistant Professor level for the period 1 July 1984 to 31 May 1985. Duties will include teaching at the undergraduate level and research collaboration in experimental electron paramagnetic resonance. Three years of post-doctoral experience in experimental EPR is required. Salary will be at the assistant professor level. Please send curriculum vitae and names of three referees to Professor S.K. Misra, Department of Physics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M6. Closing

date for applications is 15 January 1984, in accordance with Canadian Immigration requirements this ad is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Physics. Theoretical Solid State Physics. Simon Fraser University will have a post-doctoral or research associate position in solid state theory available beginning Jan. 1, 1984. Applicants should send their c.v., list of publications and the names of three referees to Dr. George Kirzenow, Department of Physics, Simon Fraser University, Burnaby, B.C., V5A 1S6. If applicants are more than 2 years past their Ph.D., preference will be given to those who are presently eligible for employment in Canada (Canadian citizens and landed immigrants).

POLITICAL SCIENCE

DALHOUSIE UNIVERSITY. Centre for Foreign Policy Studies. Applications are invited for a post-doctoral research appointment effective July 1, 1984. Applicants should have completed, or almost completed, a Ph.D. in an aspect of either Canadian defence policy or maritime strategic studies. The successful candidate will be working on a maritime strategic research project relevant to Canadian defence policy to be determined in conjunction with the Centre's Director. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary levels are set by collective agreement at Dalhousie University and are dependent on qualifications and experience; further information is available on request. Appointment may be made for two years or for one year. Depending on the availability of funds, a second appointment may be made for 1984-85 only. In the area of arms control, subject to the same general conditions. Enquiries and applications, with a curriculum vitae, three letters of reference and statement of areas of research interest, should be sent to Professor Robert Boardman, Director, Centre for Foreign Policy Studies, Dalhousie University, Halifax, N.S., Canada B3H 4H6. Closing date January 30, 1984.

UNIVERSITY OF TORONTO. Department of Political Science. Applications are invited for three positions (subject to budgetary approval). One tenure stream and one contractually limited position, Assistant Professor level, require specialization in two of Public Policy/Public Administration, Canadian Politics, Political Behaviour, and Comparative Politics of Western Europe. One tenure-stream, Assistant Professor level position requires specialization in Political Philosophy and ability to teach the core sequence in the history of political thought. Ph.D. and teaching experience are preferred for all positions. Deadline for applications is 15 January 1984, for appointment effective 1 July 1984. Applications should be addressed to professor Bennett Kovrig, Department of Political Science, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for the post of Assistant Professor of Political Science. This is a tenure-track appointment, to begin on 1st July 1984. (Subject to budgetary approval) Applicants should be qualified in the field of comparative government and interested in the methodology of political science. An ability to teach courses in American and Canadian government would be an advantage, as would an ability to conduct a course on scope and methods. Applications should have a Ph.D. at the time of recommendation of appointment. The current floor salary for the rank is \$26,465. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. A.H. Birch, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date: January 15, 1984. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

POLITICS

BROCK UNIVERSITY. Politics. The Politics Department of Brock University has a limited-term, visiting position available for a senior specialist in international relations. Scholars with extensive teaching experience and a solid record of research and publication are invited to apply. Rank and salary are open, and will be appropriate to qualifications. The position is available for a term of eighteen months, beginning in January 1984, but the Department would attempt to accommodate the needs of a suitable candidate. In particular, the term of the appointment can be shortened if necessary, with the starting date delayed to July or September 1984. Applications should be mailed to: The Chairman, Search Committee, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A1, Canada. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Closing date: when position is filled.

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. Division of Child Psychiatry. Associate Professor or Professor. The medical school of the University of British Columbia is expanding its class size and facilities. There is a vacancy for a senior child psychiatrist who would be expected to pursue academic interests, do teaching of residents and medical students and clinical work, including supervision in an inpatient outpatient setting. Applicants should have appropriate experience in teaching and practice of clinical child psychiatry and in research. They should be eligible for medical licensure as a specialist psychiatrist in British Columbia. Salary will be according to experience and credentials. Applications (with curriculum vitae) should be directed to: Wm. T. Brown, M.D., Ph.D., Chairman, Administrative Committee, Department of Psychiatry, The University of British Columbia, 2255 Westbrook Mall, Vancouver, B.C., V6T 2A1. Telephone: 604-228-7310. U.B.C. is an equal opportunity employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. The Department of Psychiatry, University of British Columbia, is seeking to recruit an individual who will participate in a developing psychiatric research program involving Position Emission Tomography (PET). The successful candidate should have an M.D. and/or Ph.D. degree and should have demonstrated expertise in the application of PET to psychiatric and neurological research. The position includes participation in the undergraduate and postgraduate teaching programs of the department. Salary and rank will be according to experience and credentials. In accordance with Canadian employment and immigration regulations, priority for this position will be given to Canadian citizens and permanent residents. Applicants are invited to submit curriculum vitae, list of publications and the names and addresses of three referees to: Wm. T. Brown, M.D., Ph.D., Chairman, Administrative Committee, Department of Psychiatry, The University of British Columbia, 2255 Westbrook Mall, Vancouver, B.C. V6T 2A1.

PSYCHOLOGY

THE UNIVERSITY OF WESTERN ONTARIO. Psychology. University of Western Ontario Department of Psychology invites applications for a tenure-track position at the Assistant or Associate level in any area of developmental psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae, copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario N6A 5G2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval. An equal opportunity employer.

THE UNIVERSITY OF WESTERN ONTARIO. Psychology. University of Western Ontario Department of Psychology invites applications for a tenure-track position at the

Assistant or Associate level in adult clinical psychology with preference for health psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae, copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5G2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval. An equal opportunity employer.

UNIVERSITY OF VICTORIA. Department of Psychology. The Department of Psychology at the University of Victoria invites applications for a regular faculty appointment at the Assistant Professor rank, to commence 01 July 1984, subject to budgetary approval. A Ph.D. and demonstrated research ability are required; evidence of competence in teaching experience is preferred. The candidate must be a trained clinical neuropsychologist. In addition to teaching undergraduates, the applicant will be expected to contribute significantly to the clinical and research competence of graduate students in neuropsychology. Salary is dependent upon qualifications; the salary floor for Assistant Professor in 1982-83 (under negotiation) was \$26,465. Candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded to: Dr. Strauss, Chairman, Search Committee, Department of Psychology, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Closing date for receipt of applications is 01 February 1984.

DALHOUSIE UNIVERSITY. Department of Psychology. Applications are invited for a full-time, tenure-track position as Assistant Professor to take effect on 1 July 1984. Appointment at the rank of Associate Professor is possible if a candidate of sufficiently high standing is found to be especially suitable. Qualifications include the Ph.D. degree with a good record of achievement in research and scholarship in the field of clinical/medical psychology. A special interest in experimental-clinical work, preferably in the study of human brain functions and dysfunctions, would be an advantage. Among other things, teaching should include an undergraduate class in clinical psychology and the supervision of honours students working on theses in that area. Salary is dependent on the experience and qualifications of the candidate. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, which must include a curriculum vitae and the names of at least three referees, should be sent to Dr. Vincent M. LoRocco, Chairperson of the Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, before 1 February 1984. Dalhousie University is an affirmative action employer.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration. Subject to budgetary approval. Term appointment, 10-12 months, effective July or September 1984. Candidate must have Ph.D. or be near completion of Ph.D. and be actively involved in public policy/public administration research. Teaching will be at the M.A. level; fields open. Send application, including curriculum vitae and names of three references to: Allen M. Maslove, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5S6. Closing date for application: December 31, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGION

UNIVERSITY OF ALBERTA. Religious

Studies. Applications are invited for the position of Assistant Professor (tenure track) in the field of Judaic Studies, effective July 1, 1984. Requirements include: Ph.D. completed (or to be completed before the date of appointment) preferably teaching experience and some publications. Minimum salary approx. \$30,000 (Can.) to be adjusted in accordance with the settlement for 1983/84. Send application with curriculum vitae and names of three referees to: Dr. K.D. Pithipaul, Chairman — Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5, Canada. Deadline for applications: February 1, 1984. The University of Alberta is an equal opportunities employer, but in accordance with Immigration Canada requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Department of Religious Studies and Biblical Literature. Applications are invited for a tenurable appointment effective July 1, 1984 in the Department. The successful candidate will be expected to teach Educational Studies in elementary and secondary Religious Education in the College of Education as well as courses in the area of Christian Thought in the Department of Religious Studies in the College of Arts and Science. Qualifications required: Ph.D. or equivalent academic qualifications in Religious Studies with specialization and experience in the field of Religious Education. Rank and salary will be in accordance with qualifications and experience. Closing date for applications: when position is filled. St. Thomas More College is a Catholic college federated, i.e., academically integrated, with the University of Saskatchewan. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including curriculum vitae, transcripts and letters from three referees to: Dr. Michael Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W0.

THE UNIVERSITY OF LEDBRIDGE. Religion. Title: Assistant Professor, Religious Studies Program, Faculty of Arts and Science. Qualifications: Ph.D. and teaching experience. Responsibilities: Teaching undergraduate courses in New Testament, Roman Catholic Thought and Introductory World Religions and a commitment to research. Salary: Assistant Professor Minimum (1983-84): \$28,319. Applications: Applicants should include a curriculum vitae and the names of three referees sent to: Dr. W.E. Aufrecht, Chairman, Religious Studies Program, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Effective Date: A one-year term, beginning July 1, 1984. This position may be converted into a tenure-track appointment if funds become available. Closing Date: February 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

McMASTER UNIVERSITY. Sociology. The Department of Sociology at McMaster University is inviting applications for a tenure-track appointment rank and salary open, commencing July 1, 1984. Candidates must be qualified to teach statistics to faculty and graduate students and to teach and supervise in one of the Department's three major areas of graduate work, namely, Class, Status and Power, Occupations and Organizations or Social Psychology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is February 1, 1984. Applications including curriculum vitae and names of three referees should be sent to: Dr. Frank E. Jones, Chairman, Department of Sociology, McMaster University, Hamilton, Ontario, L8S 4M4.

McGILL UNIVERSITY. Department of Sociology. The Department of Sociology wishes to appoint at the level of Assistant Professor a person qualified to teach advanced quantitative methodological techniques (general linear model, log-linear approaches, analyses of dateable events). Candidates should also be prepared to teach some substantive courses (areas open). Completed Ph.D. preferred. In accordance with Canadian Immigration re-

quirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should apply to: Professor Richard Hamilton, Chairman, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montréal, Québec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers, and names and addresses of 3 referees who have been asked to send letters. Persons with no previous full-time teaching experience should send a copy of their graduate school transcript.

SOCIOLOGY/ANTHROPOLOGY

CARLETON UNIVERSITY. Sociology/Anthropology. Subject to budgetary considerations, applications are invited for a tenure-track position at the Assistant Professor level. Applicants with qualifications in sociology, sociology and social anthropology or sociology and other related disciplines will be considered. Persons with completed Ph.D. teaching experience and publications in the following areas will be given preference: feminist studies, family, political, development, methodology and theory. Curriculum vitae, names of three referees and copies of publications should be sent to: Professor G. Irving, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario K1S 5B6. Salary is commensurate with rank and experience. Effective date of employment: July 1, 1984. Application deadline: December 31, 1983. In accordance with Canadian Immigration department, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

SPANISH

UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being accepted for the position of a faculty member in Spanish in the Spanish American area. Qualifications include a Ph.D. in Spanish. Experience in language and literature teaching with evidence of strong commitment to research. Duties include undergraduate teaching of language and literature courses, both Peninsular and Spanish American. Salary and rank are commensurate with qualifications and experience. Send applications to: Dr. B. Thalman, Chairman, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1984. Position open until filled. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. GLENDON COLLEGE. Spanish. French and Hispanic Studies. Applications are invited for a tenure-track position at the Assistant Lecturer level, to teach Spanish language courses, starting on July 1st, 1984. This position is in the alternate stream where the primary emphasis is on teaching; however, research related to the teaching and language courses is taken into consideration. Responsibilities include up to 15 hours per week of class contact or equivalent. The position leads to the ultimate rank of senior Lecturer. Salary in accordance with the collective agreement. Qualifications required: Minimum of an MA in Spanish language, or equivalent, preferably related to linguistics and/or language pedagogy; native or near-native command of Spanish; teaching experience in language courses at university level; ability to teach Spanish-French, Spanish-English translation courses would be an asset. Candidates must have a working knowledge of French. Glendon College is a bilingual institution, and preference will be given to candidates who are fluent in French and English. Position is open until filled. Canadian Immigration regulations require the university to assess applications for Canadian citizens and landed immigrants before considering other applications. Send full curriculum vitae listing three references to: Prof. C.L. Velazquez, Director, Hispanic Studies, Dept. of French and Hispanic Studies, York University, Glendon College, 2275 Bayview Avenue, Toronto, Ontario, M2N 3M6.

STATISTICS

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant or associate professor of Statistics. Applicants must have a Ph.D. and have the ability to carry out an effective independent research programme, to teach, and to direct graduate research. In Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary and rank offered are commensurate with qualifications and experience. The effective date of appointment is July 1, 1984 and is subject to availability of funds. The closing date for reception of applications is March 15, 1984. Send applications to: Dr. J.F. Lawless, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEATRE

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Department of Theatre. Position: Voice and Speech Instructor. Effective Date: When position is filled. Responsibilities: To design and teach the three-year voice training component for university students at the undergraduate level specializing in Theatre Performance. Specific responsibilities include: classroom teaching, private tutoring and vocal coaching for Theatre productions. This person must have extensive professional voice training in an established vocal technique. Qualifications: M.F.A. in voice training or equivalent and experience teaching at the University level. Rank & Salary: Rank and salary dependent on qualifications. Application Deadline: When position is filled. All curriculum vitae, transcripts, and letters of recommendation should be sent to: Concordia University, Loyola Campus, Department of Theatre, 7141 Sherbrooke Street West, Montreal, Que. H4B 1R6. Attn: Don Childs, Chairman. Note: In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. Western College of Veterinary Medicine — Veterinary Pathology. The Department of Veterinary Pathology, Western College of Veterinary Medicine, Saskatoon, requires an Assistant Professor in Veterinary Clinical Pathology effective January 1, 1984 (T 15-4-9). Responsibilities include teaching classes in the undergraduate and graduate curricula with particular emphasis on veterinary clinical chemistry. Faculty work with various chemical tests and their application in the practice of veterinary medicine, equipment and development work in this area is essential. Sharing in a heavy service load in the clinical chemistry laboratory is expected. This is a tenurable position. Applicants must have a D.V.M. degree or equivalent and the successful applicant must, upon appointment, become a member of the Saskatchewan Veterinary Medical Association. An advanced degree, preferably the Ph.D. and ACVP Board Certification or Board eligibility are desirable. Rank and salary are commensurate with training and experience. Salary range (1983-84) for Assistant Professor is \$27,983 to \$38,407. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Reply: send curriculum vitae plus names of 3 references to: Dr. C.E. Doige, Head, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Veterinary Internal Medicine. The Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, is inviting applications for three faculty positions in the following

disciplines: Large Animal Internal Medicine (Food Animals and Equine) — one position available at the level of Assistant Professor, July 1, 1984 (15-6-4); Veterinary Ophthalmology — one position available at the level of Assistant Professor, July 1, 1984 (15-6-10); Small Animal Internal Medicine — one position available at the level of Assistant Professor, July 1, 1984 (15-6-8). Salary range for the Assistant Professor rank is \$27,983 - \$36,407 (1983-84). Applicants must possess a D.V.M. degree or its equivalent and be eligible to become licensed to practice in Saskatchewan. Responsibilities will include undergraduate and graduate teaching in the respective disciplines and participation in the clinical service programs of the Veterinary Teaching Hospital. Clinical research will be encouraged and expected. Candidates with postgraduate qualifications and/or board certification will be given preference. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae, including 3 letters of reference, should be submitted to: Dr. O.M. Radostits, Head, Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Zoology. Applications are invited for the position of a research associate in a program exploring the metabolic biochemistry of vertebrates and invertebrates. Applicants should have a strong background in zoology and metabolic regulation as well as in general biology; the successful applicant will be expected to be competent (preferably experienced in working with) a wide assortment of animals and preparations (molluscs, teleosts, and diving animals). In addition, the position calls for smooth and working interactions with Ph.D. level graduate students and with postdoctoral fellows. Preference will be given to recent Ph.D. graduates or postdoctoral fellows. This position is considered permanent, pending adequate funding. Salary commensurate with experience, starting at \$20,000 per annum. Curriculum vitae and the names of 3 referees should be submitted to: Dr. P.W. Hochachka, Department of Zoology, University of British Columbia, 6270 University Blvd., Vancouver, B.C. V6T 2A5. The expected date of appointment is January 1st, 1983; closing date for application is when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunity for employment is offered to male and female applicants.

RESEARCH OFFICER

THE UNIVERSITY OF CALGARY FACULTY ASSOCIATION. Research Officer. The University of Calgary Faculty Association invites applications for Association Research Officer. Under the direction of the Association President, and responsible to an Executive Committee, the Research Officer will: generate and maintain an information base on collective bargaining and working conditions; summarize and analyze information for use by Association committees; plan workshops for members on professional matters; act as liaison with similar organizations in Canada. The minimum qualification is a Master's degree or equivalent. The successful candidate will perform these duties with a minimum of supervision, relying upon sound investigative and analytic abilities, good writing skills, and an ability to deal confidently and competently with people. The position offers a salary range between \$27,525 and \$37,847, plus an attractive benefits package and a congenial work environment. Please send your resume in confidence to: Dr. L. Cammaert, President, The University of Calgary Faculty Association, 2500 University Dr. N.W., Calgary, Alberta, T2N 1N4.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-

profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

LATE ADS

UNIVERSITY OF OTTAWA. Psychology. The school of Psychology of the University of Ottawa expects to have several openings to fill for July 1st, 1984. These would be permanent tenure-track positions probably at the Assistant or Associate Professor level. The principal needs are for professors, fluent in French and English in the areas of child clinical, adult and applied research. Minimum qualifications are: doctorate in Psychology; research experience of potential for research development and knowledge and competency in French and English. Salary range for the current academic year is: maximum \$20,577; (Assistant Professor) — minimum \$25,743; Associate Professor — minimum \$33,112. Applications should be received before February 1st, 1984. Submit a letter of application, vita, names and addresses of three references and two recent publications from refereed journals or visible evidence of scholarly publications to: Dr. Joseph De Koninck, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA. Psychologie. L'École de Psychologie prévoit avoir quelques postes vacants de professeurs à combler pour le 1er juillet 1984. Ces postes seront probablement des postes réguliers au niveau de professeur adjoint ou agrégé. Les besoins principaux sont en Psychologie clinique de l'enfant, de l'adulte et en recherche appliquée. Les qualifications minimales sont: le doctorat en Psychologie, de l'expérience (ou un très bon potentiel) en recherche et une bonne maîtrise de français et de l'anglais. L'échelle de salaire de l'année en cours est: maximum \$20,577; (professeur adjoint) — minimum \$25,743; professeur agrégé — minimum \$33,112. Les candidatures devraient être soumises avant le 1er février 1984. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants ainsi que de tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr. Joseph de Koninck, Directeur, École de Psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants résidents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track appointment at the Assistant Professor level in International Relations/Strategic Studies at the rank of Assistant or Associate Professor, commencing July 1984. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Duties: to teach courses in Strategic Studies, Canadian Foreign and Defence Policy and International Conflict. Salary commensurate with rank and qualifications. Deadline: when filled. Application: curriculum vitae with names of three referees to: Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track appointment at the Assistant Professor level in Empirical Theory/American Politics, commencing July 1984. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Duties: to teach courses in Empirical Theory, Advanced Methods and American Politics at undergraduate and graduate levels. Salary: commensurate with qualifications. Deadline: when filled. Application: curriculum vitae with names of three referees to: Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track position in Canadian Politics/Public Policy and Administration, commencing July 1984. Rank: open. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Duties: to teach introductory course in Canadian Public Policy and Administration, and courses in Canadian Politics and Public Policy at the undergraduate and graduate levels. Salary: commensurate with rank and qualifications. Deadline: when filled. Application: curriculum vitae with names of three referees to: Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track position in Canadian Politics/Public Policy and Administration, commencing July 1984. Rank: open. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Duties: to teach introductory course in Canadian Public Policy and Administration, and courses in Canadian Politics and Public Policy at the undergraduate and graduate levels. Salary: commensurate with rank and qualifications. Deadline: when filled. Application: curriculum vitae with names of three referees to: Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for two 3-year seasonal appointments at the Assistant Professor level, commencing July 1984. One appointment is in International Relations, to teach the Introductory course, and courses in either Canadian Foreign Policy or International Political Economy. The other appointment is in Canadian Politics, to teach some combination of Public Administration, Public Policy, Legal Systems or Canadian Constitutional Law. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Salary: commensurate with qualifications. Deadline: when filled. Application: curriculum vitae with the names of three referees to: Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. LUTHER COLLEGE. Biology. Luther College, a federated college of the University of Regina, and member of the A.U.C.C., invites applications for a position (tenure track) in Biology, commencing July 1, 1984. Concentration area: Human Ecology. Qualification: Ph.D. or equivalent preferred. Primary assignment: teaching undergraduates in introductory classes as well as in concentration area. Other general duties in accordance with College goals. On-going research. Salary according to scale, commensurate with qualifications and experience: 1983 floor for Lecturer \$21,629; for Assistant Professor \$25,294; for Associate Professor \$33,197. Apply, including curriculum vitae and the names of three referees, to: Dr. Roland E. Miller, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2. Closing date for receipt of application: this position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. For information: the special mandate given a federated college by the University of Regina is to provide a college atmosphere within the larger University and to assist the University in its task of reflecting on values.

UNIVERSITY OF ALBERTA. Gastroenterology. Clinical Investigator — Gastroenterology. The University of Alberta, Division of Gastroenterology, invites applications from Clinical Investigators in Gastroenterology (two positions). The candidates must have demonstrated ability as independent investigators, an interest in joining an academic teaching and research-oriented Division of Gastroenterology at the University of Alberta in Edmonton. Academic rank will be at the Assistant Professor level. Current salary range for Assistant Professor is \$29,720 or \$41,820. University ranking and salary are negotiable and will reflect experience and qualifications. Applicants should be eligible for registration as specialists in Internal Medicine and Gastroenterology in the Province of Alberta. The closing date for this competition will be six weeks after the date of publication. The date of appointment will be July 1984. Interested individuals are encouraged to send a curriculum vitae to: Dr. R.W. Sheehan, Director, Division of Gastroenterology, 8-104 Clinical Sciences Building, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. CAMPION COLLEGE. Department of History. Tenure track opening in Canadian history with specialization in the area of British North America.

Please state a second field of expertise in Canadian history as well. The appointment will be made at the level of assistant professor to commence with the Fall semester, 1984. Applications must be received by February 17, 1984. Send applications to: Prof. B. Dalsin, Dept. of History, Campion College, University of Regina, Regina, Sask., S4S 0A2. **MCGLL UNIVERSITY.** Faculty of Arts. Department of Art History. Applications are being accepted for the position of an Assistant Professor in the Department of Art History, subject to budgetary approval. This position is a sabbatical replacement for 1984-85. The appointment will commence on September 1, 1984 and end on May 31, 1985. Qualifications: Ph.D. in Art History — Teaching experience desirable — Publications an asset — Fluency in French and English. The successful candidate would be required to teach undergraduate and graduate courses and to participate in additional administrative and academic activities of the Department. Salary: Current rate at the time of appointment (1983-84 rate: \$22,126.50). Please send application and complete curriculum vitae to: Dr. Rigas N. Bertos, Chairman, Department of Art History, McGill University, 3600 University Street West, Montreal, Quebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: The closing date is December 31, 1983 or until the position has been filled.

UNIVERSITY OF TORONTO. Economics. Assistant and Associate Professors of Economics — positions subject to budgetary approval. Tenure Stream Positions. While appointments may be made in any subfield, field preferences include: Macro-Economic Theory, International Economics, Econometrics, Quantitative North American Economic History and Quantitative Public Finance. Candidates for tenure stream Assistant Professor appointments should have at least two full years of post doctoral teaching or research experience. Candidates for Associate Professor positions must have made significant contributions to their fields, as evidenced by contributions to major journals. Appointments effective July 1, 1984; salaries commensurate with qualifications. Interested candidates should write by December 31, 1983, providing a curriculum vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY OF TORONTO. Economics. Assistant Professors of Economics — positions subject to budgetary approval. Three year term appointments renewable for two additional years. While appointments may be made in any field, field preferences include: Macro-Economic Theory, International Economics, Econometrics, Quantitative North American Economic History and Quantitative Public Finance. Ph.D. degree or equivalent with adequate training in Economic Theory and Quantitative Methods, as well as in the field of specialization. Appointments effective July 1, 1984; salaries commensurate with qualifications. Interested candidates should write by December 31, 1983, providing a curriculum vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY OF TORONTO. Economics. Assistant Professors in Economics — positions subject to budgetary approval. Visiting appointments throughout the professorial range may be available for established scholars on a full-time or part-time basis. Fields of specialization are flexible. The minimum qualification is a Ph.D. degree or equivalent. Candidates are not required to hold established positions in universities or non-profit research institutions. Appointments effective July 1, 1984; salaries commensurate with qualifications. Interested candidates should write by December 31, 1983, providing a curriculum vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. An equal opportunity employer.

CONCORDIA UNIVERSITY. Sociology and Anthropology. The Department of Sociology and Anthropology at Concordia University in Montreal is accepting applications for a full-time, tenure track appointment at the Assistant Professor level. Ph.D. in Sociology or Social Anthropology required, fields of specialization are open. Excellence in teaching and research publications will be the primary criteria for selection. Please send curriculum vitae and three letters of reference by January 1, 1984 to: Dr. H. Taylor Buckner, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve W., Montreal, Quebec, H3G 1M5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. Department of Philosophy. Possible research appointment, depending on award of grant, 14 months, plus 12 months, depending on renewal of grant, beginning in March 1984. The position is familiar with modal logic, especially deontic logic and paraconsistent logic, and with uses of the concept of rules in social science. The person appointed to this post would work under the supervision of David Braybrooke and Peter K. Schotch on a project studying various versions of deontic logic as means of representing and explaining the dialectic of changes between sets of social rules. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send c.v.'s and specimens of their writing to Professor D. Braybrooke, Department of Philosophy, Dalhousie University, Halifax, Nova Scotia, H3N 3J5, before 31 January 1984.

CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for a full-time position at the Assistant level commencing September 1984. Applicants should have completed the Ph.D. and have teaching experience. Preference would be given to a candidate with a proven publication record. Expertise is sought in the areas of public policy and public administration, with emphasis on Quebec and Canada. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at the undergraduate level and the Master's level in Public Policy and Public Administration. Send full curriculum vitae and names of three referees to: Dr. Henry P. Habb, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application: when position is filled.

QUEEN'S UNIVERSITY. Faculty of Medicine. School of Rehabilitation Therapy. Applications are invited for a tenure stream position in the Division of Occupational Therapy, which becomes vacant on 1 July 1984. The successful applicant will be occupational therapist eligible for membership in C.A.O.T. who has recent experience with children clients. The appointee will be responsible for teaching and establishing a research program in psychiatric rehabilitation, in addition to performing other duties as assigned by the Head of the Division. A graduate degree in occupational therapy or a related field is essential. The appointment will be made at the Assistant Professor level; starting salary will be commensurate with qualifications and experience. Both men and women are equally encouraged to apply. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with a curriculum vitae and the names of three referees should be submitted before 28 February 1984 to: Mr. B. Pickles, Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: (613) 547-3232.

QUEEN'S UNIVERSITY. Faculty of Medicine. School of Rehabilitation Therapy. Applications are invited for the position of Head of the Division of Occupational Therapy which becomes vacant on 1 July 1984. The successful applicant will be an active member of C.A.O.T., who can provide academic leadership and direction to the Occupational Therapy program. Preference will be given to candidates with experience and interest in the management of adults with physical disabilities. Ph.D. desirable, but full consideration will be given to applicants holding a Master's degree in occupational therapy or an associated discipline. Salary and rank will be commensurate with qualifications and experience. Both men and women are equally encouraged to apply. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ment is directed to Canadian citizens and permanent residents. Applications, together with a curriculum vitae and the names of three referees should be submitted before 31 January 1984 to: Mr. B. Pickles, Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: (613) 547-3232.

YORK UNIVERSITY. Department of Computer Science. Applications are sought for tenure-track and sabbatical replacement (contractually limited) positions at the assistant, associate and full professor levels, subject to final budgetary approval. A Ph.D. in Computer Science or equivalent is required, or completion of degree prior to Sept. 1984. Teaching and/or research experience in database management and office automation, networking and communications, or software engineering will be particularly valuable. Duties will include undergraduate teaching and research. A proposed professional Master's program is currently being considered by the University. Salaries are competitive. The Department administers a VAX 11/780 (VMS) for teaching, and a VAX 11/750 (Unix) for research purposes, as well as a microcomputer and graphics laboratory. Faculty and students have access to VAX, ASIS, DECsystem-10, and IBM 4341 (CMS) facilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To apply, send your c.v. and three references to Prof. P.H. Roosen-Runge, Appointments Committee, Department of Computer Science, Faculty of Arts, York University, Downsview, Ontario, Canada, M3J 1P3.

TRENT UNIVERSITY. Computer Science. Applications are invited for a tenure-track position at the senior or Associate Professor rank beginning July 1, 1984. Applicants should have a Ph.D. degree in Computer Science and should be prepared to participate in an undergraduate-oriented teaching environment and to develop an active research program in a small university atmosphere. Applications with complete vitae and three letters of reference should be sent to Professor J.W. Jury, Chairman, Computer Science Programme, Trent University, P.O. Box 4800, Peterborough, Ont., K9J 7B8, before 1 February 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY. Faculty of Dentistry. The faculty of Dentistry, McGill University, invites applications for a full-time, tenure track position at the Assistant Professor level in Oral Diagnosis/Radiology. Candidates must have successfully completed graduate studies in the Dental Diagnostic Sciences with emphasis in Oral Radiology, and be eligible for licensure in the Province of Quebec. Responsibilities include undergraduate teaching in Oral Radiology as well as Oral Diagnosis. The successful applicant will be expected to carry out research in these areas. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications must be submitted prior to February 28, 1984, accompanied by a detailed curriculum vitae and two references, and should be addressed to: Dr. E.P. Millar, Chairman, Oral Diagnosis/Radiology Search Committee, McGill University, Faculty of Dentistry, 740 Dr. Penfield Avenue, Room 417, Montreal, P.Q. H3A 1A4.

TRENT UNIVERSITY. Political Studies. Subject to budgetary approval, applications are invited for a one-year sessional position in political studies. Starting date is 1 July, 1984. Applicants should have a Ph.D. or be near completion and have a record of academic competence in at least two of the following areas: international relations, American politics, organizational theory, or Canadian politics. Salary is anticipated to be at the Lecturer level, but could be adjusted to compensate for greater qualifications and experience. Please send curriculum vitae and the names of three referees to: Professor Robert Paehle, Chairman, Department of Political Studies, Trent University, Box 4800, Peterborough, Ontario, K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Civil Engineering. Applications are invited for two full-time tenurable positions in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. The following specializations are preferred: 1) numerical modelling of geotechnical behavior 2) geotechnical characterization of natural deposits and terrain analysis. The successful

applicant will be expected to work at both undergraduate and graduate levels in his or her area of specialization and to assist at the undergraduate level in other aspects of Civil Engineering education. A Ph.D. and engineering experience are desirable. Salary dependent upon qualifications. Salary range \$29,720 to \$53,658. The closing date will be February 1, 1984. Submit applications, including curriculum vitae, transcripts, and names of three referees to: Dr. D.W. Murray, Chairman, Department of Civil Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. Telephone (403) 432-5117. The University of Alberta is an equal opportunity employer. In accordance with Canadian Employment and Immigration regulations, Canadian citizens and permanent residents will be given preference.

UNIVERSITY OF PRINCE EDWARD ISLAND. Chemistry. The Department of Chemistry requires a faculty replacement in Biochemistry or inorganic chemistry, for a limited appointment up to 12 months to teach at the undergraduate level, beginning August 15, 1984. Teaching duties will be assigned to allow the sabbatical leave of a permanent faculty member. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a detailed curriculum vitae to Dr. Cirill Schmidt, Chairman, Department of Chemistry, University of Prince Edward Island, University Avenue, Charlottetown, Prince Edward Island, Canada, C1A 4P3.

UNIVERSITY OF TORONTO. Department of Geography. Programme in Planning. Subject to budgetary approval applications are invited for a tenure-stream position at the rank of Assistant Professor beginning July 1, 1984. The successful applicant will be expected to: (1) have research interests in the provision of social services in Canada, and a demonstrable specialization in social policy/programme analysis and programme implementation, evaluation and planning; (2) teach graduate courses in the Planning Programme and undergraduate courses in Geography; (3) have a Ph.D. in Planning, Policy Analysis or related discipline (preferably with a Geography background), or Ph.D. in Geography. The department already has faculty strength in policy analysis, neighbourhood and community planning and housing studies, and the appointee will add breadth to this range while maintaining an original orientation. A letter of application with curriculum vitae and the names of three referees should be sent to Professor J. Britton, Chairman, Department of Geography, University of Toronto, Toronto, Ontario, Canada, M5S 1A1 before February 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. School of Architecture. Positions available, including one Visiting position (rank open) for one year beginning July 1, 1984. Candidates should have a B.Arch degree with a minimum 2.5 average, also teaching and professional work experience. Should be prepared to teach Design Studio and one or more of the following specializations: Theory and History of Architecture, Landscape Architecture, Building Science, Building Technology. Send curriculum vitae and the names of three referees to: Dr. Alberto Perez-Gomez, Director, School of Architecture, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date February 1, 1984. These positions are available subject to budgetary approval and are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Marketing. Applications are invited for a teaching position in the Department of Marketing. Rank is open. Responsibilities include teaching graduate and undergraduate courses, and research. Salary is competitive. Effective date of appointment is September 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Contact: Dr. V.N. Baydar, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MCMASTER UNIVERSITY. History. Subject to the availability of funding, applications are invited for an Assistant Professor specializing in English History, 1500-1700, for a 12 month appointment effective July 1, 1984. The successful candidate must be able to instruct an M.A. level seminar as well as junior courses. Salary is commensurate with qualifications and experience. The 1983-84 floor for Assistant Professor is \$24,700 per annum. Deadline for accepting applications is January 31, 1984. Please send applications

with full curriculum vitae and the names and addresses of three referees to: Dr. C.J. Jago, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Military & Strategic Studies. Applications are invited for the position of Visiting Professor of Military and Strategic Studies. Areas of responsibility include modern military history, defence studies and Canadian and International defence policy. This is a one-year, renewable appointment funded by the Department of National Defence. Candidates would be expected to have a Ph.D., publications and relevant experience. Starting date: July 1, 1984, subject to financing. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Letters of application, together with curriculum vitae and references, are to be sent to: Dr. Lois Valley-Fischer, Dean of Arts, Acadia University, Wolfville, Nova Scotia, B0A 1X0, before 15 February 1984.

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant Professor in counselling. Requirements include Doctorate in counselling psychology with expertise in counselling theory, counselling methods and field supervision. In addition, the candidate should have some counselling experience in schools or other counselling agencies. Duties include major responsibilities in the areas of clinical supervision and counselling theory. Teaching at undergraduate and graduate level will include family counselling, counselling methods and counselling theory. It is expected that the candidate would develop a strong research program. Salary will be commensurate with qualifications and experience. The appointment, subject to final budget authorization, would be effective September 1, 1984. "Preference" will be given to applicants eligible for employment in Canada at the time of application." Send full curriculum vitae and the names of three referees to Dr. J.W. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until January 15, 1984.

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant Professor (tenure-track) in curriculum theory/implementation with emphasis in social studies. Requirements include teaching undergraduate and graduate courses, supervising graduate students and contributing to research in the area of curriculum theory and implementation. The successful candidate will be expected to play a leading role in the teaching of social studies curriculum courses. The appointment will be effective September 1, 1984, contingent upon funding. "Preference" will be given to candidates eligible for employment in Canada at the time of application." Send full curriculum vitae and the names of three referees to Dr. J.W. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until January 15, 1984.

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant or possibly Associate Professor (tenure track) in computing education. Requirements include Doctorate in studies linking instruction and computing technology. The candidate's prior experience should demonstrate the capacity to conduct theoretical and applied research, and should demonstrate quality as a teacher. Duties include course development and teaching in programs spanning preservice and inservice, scholarship in a cognate field (e.g., cognitive science, math or science education, artificial intelligence) is highly desirable. Supervision of graduate students at Masters and Ph.D. level is required. This is a long-term program of funded research. Could include involvement in administration of a Learning Resources Laboratory with a fully developed microcomputer laboratory. The appointment will be effective September 1, 1984, contingent upon funding. "Preference" will be given to candidates eligible for employment in Canada at the time of application." Send full curriculum vitae and the names of three referees to Dr. J.W. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until January 15, 1984.

UNIVERSITY OF TORONTO. Astrophysics. Applications are invited for a research associate to join a group with interests in general relativity, cosmology, gravitational physics, N-body simulations and extragalactic astronomy. Please send a resume and arrange to have three letters of recommendation sent as soon as possible to either of professors M. Duncan or C. Dyer, Physical

Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. The position is open until January 1, 1984, but requests to begin later may be considered.

UNIVERSITY OF VICTORIA. Department of Theatre. Chairman. Applications or nominations for qualified persons are invited by 15 January 1984 for a chairman of the Department of Theatre, University of Victoria. The appointment will normally be for five years, effective 1 July, 1984. It is expected that applicants or nominees will have a substantial knowledge of and/or experience in Canadian theatre and universities, with some administrative experience. The Department occupies its new building, considered to be one of the finest teaching facilities of its kind. This multi-theatre complex with extensive support areas houses a student body of 100 theatre majors, and a continuing faculty of nine. General and specialized programs are available leading to the BFA in directing, History, Theatre-in-education, acting, design or production. In graduate studies the MFA is offered in directing and production or design and production, and a M.A. in theatre history or theatre-in-education. This appointment will be at a rank and salary commensurate with experience. A current curriculum vitae is required as well as the names of three referees selected from the academic and professional communities. Address correspondence to: Dean Douglas Morton, Chairman, Theatre Search Committee, Faculty of Fine Arts, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Interested applicants will be sent further information on the Faculty of Fine Arts, on request. Canadian Immigration regulations require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

DALHOUSIE UNIVERSITY. Faculty of Law. The Faculty of Law, Dalhousie University, invites applications for both tenure track and term appointments to begin July 1, 1984, subject to budget approval. The Faculty is particularly interested in applications from those with qualifications and teaching interests in public law and corporate and commercial law. While preference is given to Canadian citizens and landed immigrants, applications from others eligible for employment in Canada are welcome. Dalhousie University is an equal opportunity employer. Applications should be directed to: The Dean, Faculty of Law, Dalhousie University, Halifax, Nova Scotia, B3H 4H9.

SIMON FRASER UNIVERSITY. Mathematics. Research Associate Position. The Department of Mathematics at Simon Fraser University invites applications for a post-doctoral or research associate position for one year in the area of Generalized varieties and pseudo-varieties (such as arise in the algebraic study of automata) beginning September 1, 1984. A Ph.D. and knowledge of quasi-orders are required. Salary: approximately \$2,000 per month. Deadline for application is January 31, 1984. Please send resume, copies of research papers, and arrange for three letters of reference to be sent to: Dr. N.R. Reilly, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Mathematics. NSERC University Research Fellows. The Mathematics Department at Simon Fraser University expects to support the application of one or two NSERC Research Fellows in 1984/85 competition. The term of these Fellowships is five years. Compensation will be at the Assistant Professor level. Preference will be given to candidates eligible for employment in Canada at the time of application. Those interested in applying for these Fellowships are invited to submit a curriculum vitae, transcripts and three references to: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada.

SIMON FRASER UNIVERSITY. Mathematics. Visiting Faculty Appointment. The Mathematics Department of Simon Fraser University invites applications for visiting appointments for 1984/85. Fields of particular interest are Statistics, Numerical Analysis and Applied Mathematics, although opportunities also exist in other fields. A solid research and publication record is expected. Preference will be given to candidates eligible for employment in Canada at the time of application. The number of positions

available is subject to budgetary constraints. For further information regarding salary, teaching load and term of appointment of these open rank positions, contact: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. **SIMON FRASER UNIVERSITY, Mathematics.** Faculty Appointment. The Department of Mathematics at Simon Fraser University invites applications for a tenure track position at the level of Assistant Professor commencing September 1, 1984. This position will either be in the area of Statistics, or of Numerical Analysis, and is subject to budgetary authorization. Requirements include a Ph.D. degree and duties will include teaching and research. Applications, including curriculum vitae, should be sent by February 1, 1984 to: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Please arrange for three letters of reference to be sent directly from the referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. LAWRENCE UNIVERSITY Department of Economics

St. Lawrence University is a private nondenominational undergraduate institution located in Canton, New York which is 20 miles from the Prescott-Ogdensburg bridge and one hour and fifteen minutes from Ottawa. We are looking for an economist who is interested in participating in our Canadian Studies program and drawing upon the teaching and research resources in Ottawa. The University has a strong commitment to Canadian Studies and the applicant will be expected to teach a course on the Canadian economy at least once a year. Other fields of teaching and research specialization are open. The position will be a full-time appointment (possibly tenure track) in the Department of Economics beginning September 1984. Applicants should have a résumé and 3 letters of reference sent to Chairman, Department of Economics, St. Lawrence University, Canton, New York 13617. The application deadline is February 15, 1984.

McMASTER UNIVERSITY Department of Anatomy

Applications are invited for a full-time term appointment at the rank of Assistant Professor, tenable from 1 July 1984. Candidates should hold a Ph.D. or M.D. degree. Responsibilities may include all areas of Health Sciences Undergraduate and Graduate teaching. Usually the teaching setting involves small groups rather than large group lectures. The applicant should have an active research interest in one of the following areas: growth and development, cardiovascular, neurosciences or immunology. Preference will be given to applicants with a Health Sciences background who have post-doctoral and teaching experience. A curriculum vitae and three letters of reference should be sent to: Dr. D.H. Carr, Department of Anatomy, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5. Deadline for receipt of applications is December 31, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA

invites applications for
the position of

REGISTRAR

The Registrar, with a staff of 74, is responsible for the admissions, registration and student records of the University (full-time enrollment currently of 23,000); serves on the senior academic councils of the University; is responsible for the preparation and publication of University calendars and timetables; and works with Faculties to inform prospective students about the University and its programs. The Registrar's Office utilizes a computerized system of student records which is presently being upgraded.

This position has a salary range of \$45,297 to \$67,953 per annum with an attractive benefits package.

Deadline for applications is January 31, 1984. Date of appointment will be July 1, 1984, or later by agreement with the appointee.

The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration regulations, this ad is directed to Canadian citizens and permanent residents.

Applications, including a detailed curriculum vitae and the names of fifteen references, should be sent to:

Dr. Ron Bercoff
Associate Vice-President (Academic)
The University of Alberta
3-6 University Hall
Edmonton, Alberta,
T6G 2J9

CONCORDIA UNIVERSITY

Commerce and Administration

FACULTY POSITIONS

Our Faculty of Commerce and Administration, one of the largest and most dynamic in North America, has several positions open. These are in our Accounting, Finance, Management, Marketing and Quantitative Methods departments and are for Assistant, Associate, Full or Visiting Professors. Requirements are a Ph.D. or equivalent degree, and the salary is highly competitive. Teaching requirements include undergraduate and graduate programs, Ph.D., M.B.A., C.A., and Diplomas. Research and publication interests are expected and individual specialization is encouraged.

Apply to
Dean Steven H. Appelbaum,
Faculty of Commerce and
Administration
Concordia University
1455 de Maisonneuve Blvd. West
Montreal, P.Q. H3G 1M8
Tel.: (514) 879-5862

Université York University COLLÈGE GLENDON COLLEGE

Appointment in Political Science

The Department of Political Science at Glendon College, York University, invites applications for a two-year seasonal appointment for the academic years 1984-85 and 1985-86 at the Assistant Professor level. Applicants should be qualified to teach courses in Canadian government and politics, including Canadian public policy and Canadian Federalism; a secondary field of Western European government and politics would be an asset. The Ph.D. (at or near completion) and publications in the above areas are preferred and the ability to teach in both English and

French, either immediately or in the near future, is important. Applications, including curriculum vitae and the names of three referees, should be sent to Professor B.N. Cham, Chairman, Department of Political Science, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, to reach him not later than January 2nd, 1984.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Position en science politique

Le département de science politique au Collège Glendon de l'Université York offre un poste au niveau de professeur adjoint pour les années universitaires 1984-85 et 1985-86. Le candidat doit pouvoir donner des cours dans le domaine des études canadiennes, plus particulièrement sur le gouvernement et la politique, y compris la politique publique et le fédéralisme; des connaissances dans le domaine de la politique et des gouvernements d'Europe occidentale seraient un atout. Le candidat devrait préférentiellement avoir un dossier de publications et avoir complété (ou presque complété) son doctorat dans les domaines mentionnés plus haut. Il est

important que le candidat soit déjà capable d'enseigner en français et en anglais, ou puisse le faire dans un proche avenir. Toute candidature, accompagnée d'un curriculum vitae et des noms de trois répondants, doit être envoyée à B.N. Cham, Directeur, Département de science politique, Collège Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6, et doit être reçue au plus tard le 2 janvier 1984.

Conformément aux exigences relatives à l'immigration canadienne, ce poste est exclusivement réservé aux citoyens canadiens et aux résidents permanents.

University of Ottawa DIRECTOR SCHOOL OF PSYCHOLOGY

The School of Psychology of the University of Ottawa is a unit within the Faculty of Social Sciences. It offers two programmes at the Bachelor's level, a Master's programme, and two Ph.D. programmes. Full-time annual enrolments in Psychology are 700 undergraduate students and 100 graduate students. While the School offers high quality doctoral training in experimental-theoretical Psychology, its major emphasis at the graduate level is in professional Psychology. In July, 1984, a new Director of the School of Psychology will be named, for a 3-year renewable mandate. Internal and external candidates will be seriously considered. This is a tenure-track academic position, tenure and rank being subject to the criteria stipulated by a collective agreement. Candidates

must possess the following minimum requirements: a doctorate in Psychology, research background, experience in teaching and university administration, and fluency in English and French. The current salary scales are: maximum \$70,577; minimum for assistant professor \$25,743; for associate professor \$33,112, and for full professor \$42,688. All candidatures must be submitted prior to February 28, 1984, addressed to Mr. William Badour, Dean, Faculty of Social Sciences, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. They should consist of a letter, curriculum vitae, and names of three references. In keeping with Canadian Immigration regulations, this announcement applies only to Canadian citizens and landed immigrants.

Université d'Ottawa DIRECTEUR DE L'ECOLE DE PSYCHOLOGIE

L'Ecole de Psychologie de l'Université d'Ottawa est une unité de la Faculté des Sciences sociales. Elle offre deux programmes de baccalauréat, un programme de maîtrise et deux programmes de doctorat. Ses inscriptions à temps plein sont de l'ordre de 700 étudiants pré-diplômés et 100 étudiants diplômés. Bien que l'Ecole offre une formation solide en Psychologie expérimentale-théorique, sa contribution principale est en Psychologie professionnelle. Pour le 1er juillet 1984, l'Université aura à nommer un(e) nouveau(x) directeur(trice) de l'Ecole dont le mandat sera de 3 ans renouvelable. Les candidatures de l'intérieur et de l'extérieur de l'Université d'Ottawa seront prises en considération. Le poste de directeur est aussi un poste de professeur régulier avec option sur la permanence et comprend un rang académique déterminé à partir des qualifications stipulées par la conven-

tion collective. Les candidat(e)s devraient remplir les exigences minimales suivantes: le doctorat en Psychologie, de l'expérience en recherche, en enseignement et en administration au niveau universitaire et une bonne maîtrise du français et de l'anglais. L'échelle de salaire de l'année en cours est: maximum \$70,577; (professeur adjoint — minimum: \$25,743; professeur agrégé — minimum: \$33,112; professeur titulaire — minimum: \$42,688). Les candidatures devraient être soumises avant le 28 février 1984. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants à monsieur William Badour, Doyen, Faculté des Sciences sociales, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

**FEBRUARY ISSUE
Ads deadline: Dec. 16**

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Tax man bites many professors

A tax problem has arisen this year which has grown to involve dozens of professors at campuses across the country. This problem relates to deductions for business losses.

Under the federal Income Tax Act, losses from a business may be deducted from any other income a person receives. This means that faculty members who are in business and suffer losses may deduct the amount of the loss from their regular salary from their university.

It should be noted that the problem involves only business losses. If your business makes a profit — a profit being any earnings left after all legitimate business expenses are deducted — you will of course pay tax on that profit.

Revenue Canada is arguing that in many of these cases the faculty members are not operating a business. If you are not operating a business, then you can have no "business losses" to deduct from other income.

As with many disputes with Revenue Canada, this situation has arisen because a section of the Income Tax Act is vague. Under the act, a business is an activity which has "a reasonable expectation of profit". This definition is included in the act to prevent people from deducting the expenses related to say a hobby. However, a phrase like "reasonable expectation of profit" is open to a wide variety of interpretations.

One thing is clear and that is the push behind these cases is coming from the national office in Ottawa. The national office has tightened its interpretation of what is a business by taking a tougher stand on the question of expectation of profit. Some of the faculty members who have been reassessed have been told directly by the local officials that they (the local people) have no

room for compromise since this policy is coming from Ottawa.

The faculty cases tend to fall into two major categories: consulting services and the writing of books or other artistic activities. Professors who have established consulting businesses sometimes have years where their expenses are greater than their earnings, hence, a business loss arises. Or a professor takes several years to finish a book, incurring expenses along the way but of course receiving no income.

In both situations, Revenue Canada is arguing that these faculty members are not in business because they had no reasonable expectation of profit. Now, the income tax law does not say that a business must earn a profit within the tax year. If the act said that then no business could ever have a "business loss"; but the tax law does envision the possibility of business losses.

Revenue Canada seemingly refuses to understand how professors actually work. The department appears ignorant of the fact that developing a consulting business is a long-range project or that writing an academic book takes time.

In the past, Revenue Canada was prepared to allow a business a much longer period to develop a profit; however, now they are challenging some businesses almost immediately if they think the possibility of profit is remote. For example, if a faculty member is in the business of writing and deducts expenses for paper, secretarial services, etc., these can create a loss if no royalties are forthcoming in the year. In the past, Revenue Canada allowed such losses, even if the writing involved articles which brought only a nominal fee. Now they say that unless the writing involves books or articles which will bring royalties in excess of the expenses, then such expenses are not incurred with a reasonable expectation of

profit. Furthermore, they will not accept that articles lead to promotion and therefore increased salaries, since the receipt of a salary is not a "business income".

This problem has been present in the hobby farm area for many years and taxpayers carrying on such farming operations know that generally a farming operation in such circumstances should show a profit at least once every four or five years or they stand the chance of losing all deductions for losses.

Because of these difficulties, many faculty agreements stipulate that their employer will provide them with a professional expense allowance which can be used to pay expenses connected with writing or other activities related to the faculty member's employment. Such allowances may not be sufficient to cover all costs incurred or be available for activities not connected with the employment.

It is true, as some judgements in this area by the Tax Appeal Board state, that someone who fails to earn a profit has the responsibility on them to show that their activity is a business. But there are a number of criterion and standards implicit in these Tax Appeal cases which seem to support many of the faculty members' cases.

CAUT is not the only party concerned with this policy of Revenue Canada. In a *Financial Post* article, well-known tax expert Arthur Drache was highly critical of the government's actions in this area.

Drache discussed the case of a teacher of photography at Ryerson Polytechnical Institute. This teacher also carried on a business as a fine-art photographer. He suffered losses which Revenue Canada refused to allow. The case was applied to the Tax Review Board which supported the govern-

ment's position. The Tax Appeal Board agreed that the teacher was a "professional" and had carried on a business as a photographer. But the Board did not think that anyone could make a profit as a fine-art photographer in Canada; therefore, this person could not possibly be in business.

There are other Tax Appeal Board cases which show a better understanding of the long-range development required for some types of businesses. As Drache writes:

The test of "reasonable expectation of profit" crops up all the time in Canada, most often relating to farming, but also in activities as diverse as writing poetry and racing automobiles. In each case, the judge or Tax Review Board member must decide whether at some stage in the future, the individual will make a profit at a particular endeavor. The results seem to reflect the judiciary's inherent difficulties in crystal-ball gazing.

Some more acceptable test should be developed by the draftsmen of the Income Tax Act.

In recent weeks, the actions of the Department of National Revenue have made headlines with the case of Toni Onley, the well-known Vancouver artist. Mr. Onley, whose tax case flows from the same interpretations by Revenue Canada that are causing the problems for faculty members, decided to burn a million dollars worth of his paintings as a protest.

This threat resulted in phone calls and telegrams from Joe Clark and Francis Fox indicating that they will study his situation.

CAUT wrote to Mr. Fox and the Minister of National Revenue pointing out that Mr. Onley's case is just a part of this much larger problem.

CAUT is monitoring a number of cases and the CAUT Board has given the authority to the Administration Committee to consider supporting a strong case through the appeal procedures. It must be remembered that what Revenue Canada is doing is based only on their interpretation of the law, it does not mean that their interpretation is correct or that their interpretation will be upheld on appeal.

CAUT ACPU

Status of Women and Academic Librarians Committees

The CAUT solicits nominations for openings on these Committees commencing May 1, 1984. Nominations together with the written agreement of the candidate to serve and a brief outline of qualifications are requested by March 31, 1984 and should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

Comité du statut de la femme professeur et Comité des bibliothécaires universitaires

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ces comités à compter du 1er mai 1984. Les candidatures, accompagnées du consentement par écrit des candidats à exercer leur charge ainsi que d'un bref énoncé de leurs qualifications doivent être envoyées pour le 31 mars 1984 et doivent être adressées à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75 rue Albert, porte 1001, Ottawa, Ontario K1P 5E7.

CAUT ACPU

Economic Benefits Committee

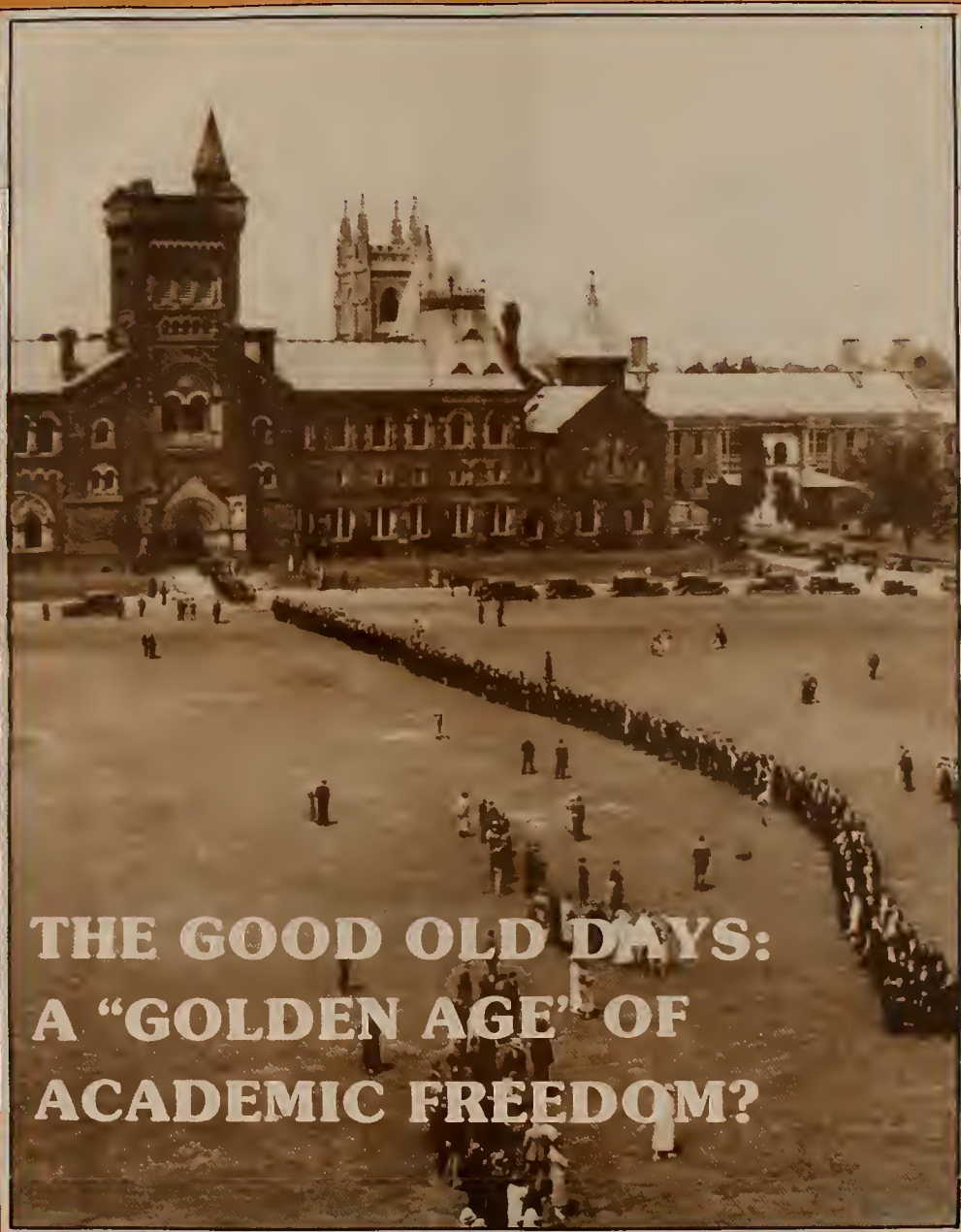
The CAUT solicits nominations for membership on the Economic Benefits Committee. The term of membership is three years commencing May, 1984. Nominations are requested by March 31, 1984 and should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

A nomination should be accompanied by the curriculum vitae of the nominee and indication of his or her willingness to serve and a brief statement of qualifications.

Comité des avantages économiques

L'ACPU sollicite des candidatures pour son Comité des avantages économiques. Le mandat des membres vaut pour trois ans commençant mai 1984. Il faut envoyer les candidatures pour le 31 mars 1984 à Kenneth McGovern, président, Comité des élections et résolutions, ACPU, 75 rue Albert, porte 1001, Ottawa, Ontario K1P 5E7.

Les candidatures doivent être accompagnées du curriculum vitae des candidats et de leur consentement par écrit à exercer leur charge ainsi que d'un bref énoncé de leurs qualifications.



**THE GOOD OLD DAYS:
A "GOLDEN AGE" OF
ACADEMIC FREEDOM?**

A CAUT SPECIAL REPORT

This summer the government of British Columbia attempted to abolish tenure in the universities of the province. At the time of writing, the bill had been withdrawn for the second time and it is not clear what the situation will be for professors in B.C. However, the Minister of Universities, Science and Communications, Dr. Patrick McGeer, has long made known to faculty his opposition to tenure. Good professors do not need or want tenure, he says. Faculty should be content to rely on the good sense and fair play of presidents and boards of governors rather than on contractual provisions to guard academic freedom and tenure. There are no cases, he alleges, of professors being victimized in Canada for their views.

The record is exactly the opposite. In order that this record be remembered, the CAUT reprints the following special report from the December 1975 edition of the Bulletin, "The Good Old Days", which shows that the modern tenure system in Canada came about precisely because of the history of political and personal attacks on academics by politicians and members of boards of governors. In the late 1950s and early 1960s, the CAUT and the local faculty associations transformed tenure from the rather casual system known by Dr. McGeer to one based on two clear principles:

- that academic freedom should be a contractual right and not a question of grace and favour by a president or board of governors. This could only be achieved if faculty contracts legally specified that dismissals would be solely for academic reasons and be so judged by an independent tribunal or arbitration;*

- that the tenure provisions which guarantee academic freedom would also guarantee academic quality. This requires a rigorous examination of qualifications by peers or other experts and has been incorporated in tenure regulations across the country. Few would argue with the proposition that tenure standards have increased in Canada since the 1950s.*

It is scandalous that certain politicians and some university leaders want to use the current financial crisis of the universities to destroy the liberties of the academic staff of Canadian universities. I am sure that those who fought so long and hard for academic freedom in the 1940s, 50s and 60s would expect our generation to fight as hard to maintain these rights. It should not be forgotten that Vernon Fowke and Bora Laskin (now Chief Justice of Canada) conducted an investigation of the Crowe case and found that one of the reasons for his dismissal was that he "was not sufficiently complaisant, not servile enough in thought and attitude..." Let us hope those days never return.

Donald C. Savage

The history of academic freedom in Canada: a comment

by Michiel Horn



Frank H. Underhill, Toronto, 1937

"The history of academic freedom and tenure in Canada has yet to be written..." the then Professor Bora Laskin wrote eleven years ago.¹ These were the opening words of his contribution to *A Place of Liberty*, a book sponsored by the CAUT. He did discuss some cases, however, and one of them was the celebrated *affaire Crowe* at United College, Winnipeg, which Laskin had got to know very well as one of the two fact-finders assigned by the CAUT to enquire into it.

There is still no history of academic freedom in Canada. The two papers reproduced here, however, provide a good start. Both were presented at the meetings of the Canadian Historical Association in Edmonton, in June 1975. The first, by Mr. Douglas Francis, deals with a *cause célèbre* of the early 1940s, the attempted firing of Professor Frank Underhill by the University of Toronto. The second, by Dr. D. C. Savage, subjects the case of Professor Harry Crowe to a closer analysis than Laskin gave it. The two papers reflect a growing interest in Canadian intellectual and educational history. It is to be hoped that other historians will expand this beach-head in the history of our universities.

The historian Frank H. Underhill was particularly serious difficulties during the years 1939 to 1941. Because loyalty to the British connection was in doubt, he became the object of a determined attempt to dismiss him from the tenured post which he had held since coming to Toronto from the University of Saskatchewan in 1927. Mr. Francis makes it clear that Underhill's troubles went back almost to the day of his arrival. Controversy surrounded the historian throughout the 1930s.

It is not easy to assess what his enemies disliked most in Underhill, his anti-Imperialism, his

socialism, or his trenchant way of expressing himself. The man did not fit the image which people had of professors as being respectable members of society who expressed their views with good taste and a seemly discretion, particularly in the realm of politics. The belief that professors ought to refrain from political partisanship was fairly widespread between the wars. Thus one member of the Board of Governors at the University of Toronto said in 1929: "After all, your university professor is in the same position as the school teacher. Is he not? Doesn't his salary come out of the taxes? People paying the taxes send their children to schools and they don't want politics preached to them..."²

The fear that academics who held strong political views would use their classrooms to spread them was mainly focussed on radicals. There seem to have been no openly self-professed communists on the teaching staff of Canadian universities in the Twenties and Thirties, but there were some socialists. They were few enough. Despite the occasional suggestion in the press that some university or other — the University of Toronto was usually singled out — was a hotbed of socialism and even harboured communists or scholars sympathetic to the Reds, the number of academics who actually identified themselves openly with the CCF was well below fifty. Only at Toronto and McGill were there more than two or three. A somewhat larger number of academics across the country, perhaps as many as seventy-five, belonged to the League for Social Reconstruction (LSR), of which Underhill was a founding member and first national president. An organization of left wing intellectuals formed in 1931-32, the LSR never formally affiliated with the CCF. By the summer of 1933, however, it was becoming known as the "CCF brain trust."

The evidence does not support the statement by Mr. Francis that it was Underhill's involvement in the LSR which led to his conflict with U of T officials. More important was the central part which he took in the organization of the Ontario CCF Clubs during the winter of 1932-33. In vain did Underhill try to counter criticism by demonstrating that left wing political involvement was permitted to academics in Great Britain and the United States. He and E. A. Havelock, a classicist at Victoria College, were soon pressured by their institutions into resigning from the provincial executive of the CCF Clubs.

Even before this Underhill had made enemies. His monthly column in *The Canadian Forum* managed to offend; so did his writings elsewhere. In 1931 the Conservative morning daily, the *Mail*

Ces deux affaires d'atteinte à la liberté universitaire au Canada, qui forment la plus grande partie de ce rapport spécial ont tout d'abord été présentées aux réunions de la Canadian Historical Association à Edmonton en juin 1975. Dans son introduction, Michiel Horn déclarait: "Pris ensemble, ces deux documents constituent un avertissement à tous ceux qui voudraient découvrir dans l'histoire des universités et du professorat au Canada une "Belle époque" de ne pas remonter trop loin dans l'histoire."



Eugene Forsey, McGill Professor, 1930s

and *Empire*, responded to an Underhill article in the *New Statesman & Nation* by suggesting that President Falconer discipline the professor who had dared to criticize the government of R. B. Bennett. This prompted the exchange of letters between Falconer and Underhill which Mr. Francis cites briefly.

Underhill's insistence on commenting often and pungently on political matters, and on playing a minor part in politics himself, occasionally disturbed even some of his friends. The man who had been responsible for bringing him to the University of Toronto, George M. Wrong, in late 1933 took him to task for appearing to have abandoned scholarship to engage in unseemly political wrangling. Wrong warned Underhill that demands for his dismissal would mount if he continued in his ways.³

Underhill was not alone among academics in being attacked during the 1930s. Among those who were criticized publicly or within their universities for partisanship were socialists and liberals like Havelock, W. H. Alexander at Alberta, E. A. Forsey and F. R. Scott at McGill, and R. A. MacKay at Dalhousie. Others, such as Carlyle King at Saskatchewan, A. R. M. Lower at United College, and G. M. A. Grube at Trinity College, Toronto, found that speeches which were judged by some to be disloyal to the British connection could prompt demands for disciplinary activity or dismissal just as easily as partisanship could. At United Theological College in Montreal, J. King Gordon was actually dismissed in 1933-34. Although the grounds for this were ostensibly budgetary, the matter created considerable controversy within the United Church. Not a few people believed that it was Gordon's outspoken Christian socialism which had led to his dismissal. The

circumstantial evidence certainly seems to point that way.

The Underhill case stands out because it did involve a blatant interference with academic freedom, an effort to remove someone from a tenured post because of his unpopular opinions, especially those concerning Canada's ties with Britain. There were people who thought no issue of academic freedom was involved. George Drew, Leader of the Opposition in Ontario, put it to Alan Plaunt in 1939 that university professors had no more right to undermine the British connection than ministers had to undermine the beliefs of the church in which they were ordained. Indeed, professors ought as part of their job to strengthen the young in their commitment to Empire unity.⁴

The truth is, as Mr. Francis rightly suggests, that academic freedom was ill-understood by many legislators, newspaper editors, members of governing boards and administrators. (And, one may add, by many professors as well.) Implicit in much of the criticism levied against Underhill and others was the view that academics did not and should not enjoy the freedom to challenge existing political and economic institutions. As the *Montreal Gazette* once suggested in 1938: "Can these professors holding political views, economic opinions, perhaps even legal conceptions, that are not acceptable to the great majority of Canadian parents, confine their teaching to the principle (the sanctity of private property) in which these parents believe?"⁵ According to this view, professors ought to reinforce the prevailing wisdom, not challenge it.

Until recently tenure at most institutions was typically held during the pleasure of the governing board, usually on the advice of the chief executive officer. This seems to have had the effect not so much of keeping professors 'on their toes' as of keeping many of them on their knees.

On the whole, university presidents defended freedom of teaching. But they looked with disfavour, as Falconer and Canon Cody did, on claims by Underhill and others that they were entitled to freedom of expression outside the university, too. They looked on it with particular disfavour when these claims led to unwanted publicity for the university, for this usually led also to unhappiness on their governing boards.

Mr. Francis suggests that Underhill, in retaining his teaching post in the face of the determination of President and Board to be rid of him, became the victor "in his battle for the right of academics to teach and pursue political activities simultaneously," and that this victory was important not only for himself — as indeed it was — but also for academic freedom. "Although it did not result in the formulation of a theory of academic freedom," Mr. Francis concludes, "it did in practice consolidate and strengthen those individuals who were fighting for freer expression within the Canadian universities." This conclusion is open to question.

There is no evidence that in the 1940s and 1950s an increasing number of academics became active politically because of the outcome of the Underhill case or for any other reason. It may be, in fact, that Underhill's experiences confirmed the timidity of many Canadian academics. As recently as ten years ago John Porter was able to assert that "it would probably be difficult to find another modern political system with such a paucity of participation from its scholars."⁶ Porter ascribed this in part to the influence among social scientists of Harold Adams Innis, who disapproved of professors becoming actively involved in politics. More important was the natural wish of many academics to stay out of trouble.

At the time of Underhill's troubles there was no nation-wide body of university professors to aid



Ontario Premier Mitchell F. Hepburn, 1930's

him. When one finally came into existence in 1951, it was, as Dr. Savage states in his paper, concerned with the declining economic status of professors far more than with the issues of academic freedom and tenure. It was these issues, however, which took centre stage in the controversy at United College. Professor Harry S. Crowe was an historian who had, coincidentally, taken a course from Underhill at the M.A. level, and who shared Underhill's critical attitude towards conventional verities. He drew less attention than the more senior man, however, and had not been an especially controversial figure in the years before his peremptory dismissal from his tenured post in 1958. In the aftermath of his firing, 17 other teachers and two members of the academic support staff resigned from the college or chose not to seek re-appointment. The list of those who left includes the names of several people who are now among the brightest ornaments of the Canadian academic world.

Largely because it became the occasion of the first investigation of a member's grievance by the CAUT, the Crowe case is better known than the Underhill case. The interest of Dr. Savage's article, therefore, does not rest primarily in his retell-



Charcoal drawing of U. of T. President Sir Robert Falconer by "F.H."

ing of the story but in his discussion of the place the Crowe case assumed in the development of the CAUT and of the idea of academic freedom in this country. The case forced many Canadian academics to think about the meaning of academic freedom and tenure, and about university governance, more closely than they had before. It also led the CAUT to enunciate policy statements on the matters of academic freedom and its protection.

Dr. Savage shows that Canadian academics were by no means united on the need for statements of principle or procedure. Academics are rarely united over anything. One depressing conclusion which can be drawn from the troubles at United College — more recent cases also come to mind — is that no breach of academic due process or offence against basic decency in human relationships is so gross that some professor will not try to justify it.

The statement on principles finally adopted by the CAUT was, as Dr. Savage points out, much influenced by the documents on academic freedom and tenure of the American Association of University Professors. There were significant variations from the AAUP position, however. Most interesting, perhaps, is the refusal in Canada to make a case for limitations on academic freedom at religious institutions. Dr. Savage does not speculate about the reasons for this, but we may surmise that the United Church connection of United College led the framers of the CAUT statement to the view that professors in church-related colleges needed at least as much protection as their colleagues elsewhere.

Taken together, the two papers are a warning to those who feel a need to look for a 'golden age' in the history of the universities and professoriat in Canada, that they should not look into the distant past. From the 1940s into the 1960s salaries were meagre and research was often starved for funds. The remarks about "the plight of the humanities" and "the financial crisis of the universities" in the Massey Report⁷, for example, are descriptive not only of the years immediately after World War II. By comparison, salaries, especially of senior academics, were better in the interwar years. Academic freedom, on the other hand, was scarcely safe. Until recently tenure at most institutions was typically held during the pleasure of the governing board, usually on the advice of the chief executive officer. This seems to have had the effect not so much of keeping professors 'on their toes' as of keeping many of them on their knees. One's admiration for those teachers willing to express unpopular opinions increases with a reading of these two papers, as well as one's admiration for those presidents who were willing to defend controversial people against all comers.

The biography of Professor Underhill which Mr. Francis is writing should, when it appears, be a welcome addition to our knowledge of Canadian intellectual history. Dr. Savage's forthcoming history of the CAUT should provide fine insight into the growth of the groves of Canadian academe. Who knows, either of the authors may in due time tackle that study which is now overdue — the American counterparts, by Richard Hofstadter, Walter P. Metzger, and R. M. MacIver, appeared twenty years ago — a history of academic freedom in Canada. In it, the names of Underhill and Crowe will loom large.

Footnotes

1. Bora Laskin, "Some Cases at Law," *A Place of Liberty*, ed. George Whalley (Toronto and Vancouver, 1964), p. 177.
2. Angus MacMurchy, quoted in *The Varsity*, 1 Nov. 1929.
3. George M. Wrong to Underhill, 7 Dec. 1933, Public Archives of Canada, F. H. Underhill Papers, vol. 8.
4. George A. Drew to Alan M. Plaunt, 18 April 1939, U.B.C. Archives, A. M. Plaunt Papers, vol. 2.
5. *Montreal Gazette*, quoted in Eugene Forsey, "Paper Attacks McGill Professor," *New Commonwealth*, 27 Aug. 1938.
6. John Porter, *The Vertical Mosaic* (Toronto, 1965), p. 503.
7. Canada, Royal Commission on National Development in the Arts, Letters & Sciences, *Report* (Ottawa, 1951), pp. 136-43.

Michiel Horn is with the Department of History at Glendon College, York University.

The threatened dismissal of Frank Underhill from the University of Toronto — 1939 - 1941

by Douglas Francis

From the time of his arrival at the University of Toronto in 1927, Professor Frank H. Underhill was a controversial figure. His continuous attacks on the Toronto establishment, his anti-Imperialism, and his later socialist views, presented in a witty and pungent style and with an iconoclastic thrust, made him a popular teacher with many of his students but an *enfant terrible* among university and governmental authorities. President Robert Falconer and his successor, Canon H. J. Cody, were compelled on many occasions to reprimand Underhill for his outspoken views which, they felt, were causing considerable embarrassment and bad publicity at a time when the University was coming under severe financial pressure from the provincial government. At the root of the conflict were divergent views of academic freedom. Underhill believed that academic freedom meant the right of professors to speak out on public issues and to participate in political movements and parties as part of the traditional British rights of free speech and free assembly. If universities were truly autonomous, he claimed, then professors should be free to express their views publicly. President Falconer, expressing a viewpoint that was popular with university and governmental authorities at this time, replied to Underhill that:

for a professor, whose salary and position are maintained by the goodwill of the people as a whole, to enter into party politics, is in my judgment not only inexpedient but dangerous to the well-being of the University.¹

Underhill's controversy with university officials came partly as a result of his association with the League for Social Reconstruction, a group of socialist intellectuals dedicated to reforming Canadian society. At various times Underhill's name came up at meetings of the Board of Governors over this association. Underhill also upset the Board when he publicly attacked Sir Edward Beatty, President of the Canadian Pacific Railway, accusing him of being a "traffic cop" for his continuous disparaging claim that university departments of economics were full of socialists.² This controversy was followed by a damning indictment of the Ontario Premier, Mitchell Hepburn, by Professor E. A. Havelock, a friend of Underhill's in the



Frank H. Underhill in library at Laurier House, Ottawa

L.S.R., for Hepburn's sympathy with General Motors in the automobile strike of 1937. Although Underhill was not involved in the incident, his name came up at the Board meeting in which the Governors were concerned that "socialism and communism" were being taught in the university and by faculty members who were sympathetic to these "isms."

During this period when the Board was feeling on the defensive, Underhill participated in a radio debate with George Ferguson on the topic "Freedom of the Press," in which he attacked the monopoly of the press by a few "private profit-seeking millionaires," referring of course to George McCullagh, owner of the *Globe*, who had recently added the *Mail* to his editorial domain. McCullagh retaliated and demanded that "certain professors, like Mr. Underhill, (be) turned out *en masse* and the public (be) relieved of the burden of supporting the kind of 'education' they support."³ Cody urged Underhill not "to cause any more trouble in the near future," since McCullagh was "after (his) scalp." Underhill complied with Cody's wish for a short time. But by November of 1938, he was discussed again at a Board meeting because of a controversial broadcast in which he had claimed that "Britain did not seem able at the present to do anything beyond giving away the territory of other nations. The Board discussed the case and decided once again, to take 'no further action.'"⁴ No sooner had this incident died down than Underhill became embroiled in another and more serious incident. Ironically, however, the attack was not warranted by anything that Underhill had done at that particular time.

On April 13th, 1939, the Ontario Premier, Mitchell Hepburn, quoted in the Legislature part of a speech by George Grube, a classics professor at

Trinity College and a friend of Underhill's, in which Grube had "hurled insults at the British Empire." Colonel George Drew, the Leader of the Opposition, shifted the attack from Grube to Underhill, and proceeded to read a passage from *Canada Looks Abroad*, a recently published book, which contained a controversial quote from a 1935 paper Underhill had written for the Canadian Institute for International Affairs. Drew read with distaste:

We must therefore make it clear to the world, and especially to Great Britain, that the poppies blooming in Flanders Fields have no further interest for us. We must fortify ourselves against the allurements of a British war for democracy and freedom and parliamentary institutions, and against the allurements of a League war for peace and international order. And when overseas propagandists combine the two appeals to us by urging us to join in organizing "the Peace World" to which all the British nations already belong, the simplest answer is to thumb our noses at them.

Premier Hepburn was also annoyed and declared that if the "proper authorities do not do something to bring these men (Grube and Underhill) into line... then I shall consult with the law offices of the House, and with the honorable Leader of the Opposition, and devise some means of dealing with them — some means, I'm confident, that will meet with the approval of every loyal member of this House."

The Board of Governors was concerned, and asked the President to meet with Underhill and then to make a full report to the Board of his findings. The President met with Underhill on April 18th, and accused him of being "a trouble-maker who was costing the University untold sums of money (this

Cet article traite de la tentative de congédiement de Frank Underhill par l'Université de Toronto au début des années 40. Cette affaire est importante parce qu'elle constituait une atteinte criante à la liberté universitaire, une tentative pour congédier quelqu'un d'un poste permanent à cause de ses idées impopulaires, en particulier en ce qui concernait les liens entre le Canada et la Grande-Bretagne. Selon M. Francis, la notion de liberté universitaire a été mal comprise par de nombreux législateurs, rédacteurs de journaux, membres des organismes administratifs et administrateurs. L'opinion généralement admise était que les universitaires n'avaient pas, et ne devraient pas avoir le droit de s'attaquer aux institutions politiques et économiques de leur époque.

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business came just in the midst of troubles about our estimates) and told me that it would all depend on how I behaved before the Governors whether I came out of the business safely."¹⁶ After this initial bout, Cody insisted that Underhill explain in writing the circumstances surrounding the publication of the quote and to "express regret for the phraseology about Flanders poppies and thumbing our noses."

In his letter to the President, Underhill claimed that the memorandum from which the quote was taken was prepared for a meeting of the Canadian Institute for International Affairs at which he was requested to present the isolationist point of view. At the time he did not know that this memorandum would be read at the conference and later published. R.A. MacKay, the editor of *Canada Looks Abroad*, cabled Cody confirming Underhill's innocence about publication.

As for the controversial quote, Underhill assured Cody that the reference to the poppies in Flanders Fields was not, contrary to popular opinion, "a reflection upon the soldiers who fought on the Western front during the Great War. After all, I am one of those soldiers myself. The sentence meant simply, as its whole context showed, that events since 1918 had convinced me that the fact that we had buried 60,000 Canadians in Europe in that war was a very good reason why we should not bury more of them in Europe in another war." Underhill claimed that he was still of the same opinion, but that he now realized that the sentence on Flanders Fields and the comment "thumbing our noses" "were phrased in such a way as to be offensive to a good many people, and I regret very much having expressed myself in this way." He cautioned Cody that he could make no guarantee that he would "never at anytime in the future say or write anything which, when dragged out of its context, may give some one the excuse for denouncing (him) as being offensive or disloyal." The most he could assure was to do his best in future "to behave as reasonable men would expect a professor to behave."

Cody also asked Underhill to present a detailed outline of his military services during and after the First World War. It would appear from this that Cody was supporting Underhill, since FHU's war record could only strengthen his case with the Board. Underhill also learned afterwards that "one of the chief things that helped me with the Governors... was the astounding revelation that a man with my opinions had actually served in France."¹⁷

Cody wrote Chester Martin, head of the History Department, for a statement of Underhill's academic activities. Martin replied that he had "never heard criticism from any quarter with regard to Mr. Underhill's loyalty to the Department and to the University." As for the statement quoted from *Canada Looks Abroad*, Martin believed that "it was indefensible and unworthy of a scholar in Mr. Underhill's position"¹⁸ to make such statements, but that the quote should not be construed as being a recent offence since it was written four years ago. So in a lukewarm way Martin was willing to defend Underhill in the present dispute.

Members of faculty were alarmed about the possible repercussions of Underhill's dismissal for academic freedom within the university. Dean Beatty and Harold Innis initiated a meeting of the heads of the Arts departments in the University of Toronto and University College on April 18th and proposed "to set up a small committee which would voluntarily assume the task of investigating public statements made by members of the staff which prove to be irritating to a section of the public and to the detriment of the University." The committee offered to begin this new task immediately by dealing with the Underhill case, thus hoping to get it out of the Board's jurisdiction. Cody never accepted this offer.

The students applied pressure by a petition with over one thousand signatures to President Cody. The petition stated that Professors Grube and Underhill had a right to express their views as private citizens outside the university. At no time had the two gentlemen ever tried to promote "their private beliefs among the students of the University,"

and therefore to restrict their free expression could only be interpreted as a blow to Canadian democracy.¹⁹

The Board met on April 19th to hear the opinions expressed by a deputation of professors consisting of Dean Beatty and Professors Innis, Kennedy and Martin. Underhill was also called before the Board to give his side of the case. After much debate the Board decided to adjourn any decision to a future meeting when the President could "prepare a paper embodying all the facts of the situation."²¹ This delay Underhill interpreted as a convenient means to avoid a decision until after the legislators had departed from Queen's Park. He still saw the real villains as the provincial authorities and was of the opinion that once they were placated, the Board would simply issue a statement "censuring me for my language and then the matter will be allowed to die."

Indeed, it is very possible that the provincial government was pressing the university authorities and threatening to reduce their grant as stated in the Legislature. Cody was reported later (when the issue broke out again in early January 1941) to have admitted that he and the Board were constantly under pressure to deal with Underhill. Furthermore Mr. Balmer Neilly, an engineer on the Board, was convinced that "the cut in this year's Government grant" was the direct result of the "resentment of many influential people" to the "loose statements" made by Underhill and other members of the staff like him. Neilly warned that should Underhill remain, "and he or others like him, transgress again, we may find our grant again reduced and the whole future of the University put in jeopardy."²² There is, however, no direct proof that this was the case. But for some reason, whether it was governmental pressure or simply a determination to curb Underhill's utterances because of the embarrassment he had caused the University, the Board was not prepared to let the matter drop.

And when would it all end? If Underhill was not stopped now, how far would he go? What further embarrassments would he cause the President and the Board, to say nothing of the University's reputation as a whole?

Cody gave a fair, accurate and full account of the incident in his official report to the Board. He stressed the difficult balance that the university must achieve between maintaining its intellectual freedom against all tyranny and assault and ensuring responsibility on the part of its professors to seek the truth and to express this truth in "dignity, good taste and the decent restraints of scholarship." It is possible that the "tyranny and the assault" Cody was referring to was that of the provincial government; there is, however, no direct reference in the report to indicate that this was the case. Cody urged that "the Board take no further action at present," since Underhill had agreed to act in a scholarly manner in the future. His motion carried.

The President's decision to forego action against Underhill ended this case, and things quieted down. The tranquility, however, was short lived. By September, war was underway once again in Europe and the bright young minds of the nation were being urged to abandon their studies for a greater cause by fighting in the battlefields of Europe. Conditions were very tense in Toronto especially when France fell in the spring of 1940. There seemed little hope of defeating Germany unless the Americans joined the Allied cause: Britain could not do the task alone. This was an uncomfortable realization that many Canadians found hard to accept. It was in this tense atmosphere that Canada and the United States signed the Ogdensburg Agreement on August 17th, 1940.

On August 23rd, Underhill participated in a

panel discussion at the Y.M.C.A.'s Institute on Politics and Economics at Lake Couchiching on the appropriate topic "A United American Front."²³ In his speech Underhill gave his views on the recent Ogdensburg Agreement. The *Orillia Packet and Times* and the *Toronto Telegram* reported the next day that Underhill's interpretation of the mutual pact meant a severing of the ties between Britain and Canada and a tightening of Canadian-American relations in its place. These reports created another storm throughout Ontario and especially in Toronto, and renewed once again his fight with the university and governmental authorities.

This time the controversy centered on the question of what exactly Underhill had said at Couchiching. No official record of the speech had been kept so that the only sources of information were Underhill's rough notes and the newspaper reports. There were divergent interpretations of what he had said, and many of the reporters had offered their own impressions of the speech rather than quoting verbatim.

Cody immediately rushed off a telegram to Underhill at Couchiching on Sunday, August 25th demanding "a full statement of what you said Friday evening. I thought you were not making public speeches at present." Underhill wired back assuring Cody that there was nothing "sensational or disloyal at the time in what I said."²⁴ This was confirmed by other members of the panel. Norman J. McLean, son of J.S. McLean of Canada Packers, had chaired the panel discussion. He informed President Cody that "Professor Underhill said nothing that disturbed me or questioned Canada's loyalty to Britain — In fact, I found myself in more complete accord with him at Couchiching than frequently in the past." McLean blamed the news media for the sensationalism. C.E. Silcox, one of the other panelists, agreed. Cody asked Underhill for a complete account of his Couchiching speech. Underhill complied to this demand with "as exact a reproduction of (his) words as (he could) recall..." In the statement submitted to President Cody, Underhill argued that the Ogdensburg agreement emphasized:

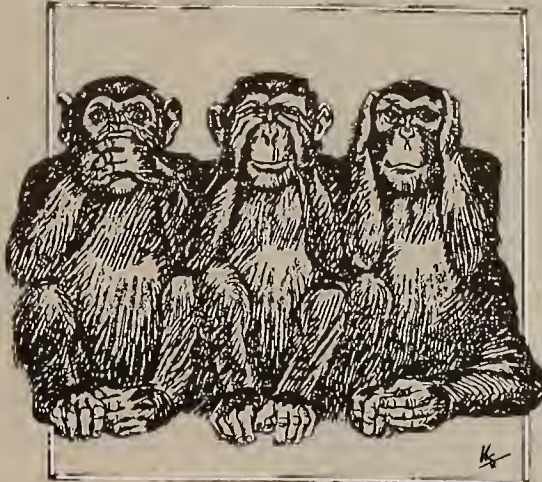
... our common geographical position in North America alongside of the United States and the common Canadian-American interests which that produces. Hitherto in military and defence matters Canada has always acted as part of the British Empire and had pursued a single policy along with Britain. In the Ogdensburg agreement she acts as an autonomous North American nation on her own responsibility.²⁵

The new agreement meant that Canada now had two loyalties, "the old one to the British connection involving our backing up of Britain, and the new one to North America involving common action with the States to protect our geographical security in our North American home." These views, he argued, would have been labelled disloyal a few months ago, but they were not so now "because our government has committed us to it." And the reason for the change in policy, FHU agreed, was the changed situation in Europe. The collapse of France and a possible invasion of Britain meant that Canada could "no longer put all our eggs in the British basket." The new power alignments boded ill for Britain's position in the world and pointed in the direction of American power. Canadians could obviously not ignore this shift in power and its possible repercussions for them, living next door to this giant.

It is surprising that Underhill's speech caused such furor. First of all Underhill did not indicate anywhere in the speech that he necessarily agreed with the trend of events; he was merely pointing them out. Furthermore, he did emphasize that Canada had two loyalties. He was not advocating the abandonment of the British side of Canada's dual character. One wonders, therefore, whether the attack was more on the fact that Underhill gave the speech than on what he was actually saying. His controversial character made him a sure target of attack no matter what he said.

If, on the other hand, the attack was on the views FHU was expressing, was it strictly because of what he was saying or was he being used as a scapegoat?

THE GUVNORS



Speak no Underhill . . . See no Underhill . . . Hear no Underhill.

From the Toronto Telegram 24/9/40

As Underhill himself pointed out in his Couchiching speech, the opinions he was expressing were already the official policy of the Mackenzie King government. So how could they be considered subversive, unless of course, Underhill was being used as an indirect means to attack the Mackenzie King government? Underhill believed that he was being used in this way. In a letter to the *Toronto Star*, he claimed that "what really made (the Tory element) mad was not what I said but what Mr. Mackenzie King had done, but they didn't find it prudent to express their dislike of our new relationship with the United States and so worked off their temper on me."¹⁶

C.E. Silcox added a new dimension to the case in a letter he sent to President Cody. His letter referred to "a conspiracy" among the Canadian and American newspapers to "get Frank", but he was unwilling to divulge the names of the papers involved. He pointed out that the supporters of both the isolationist and the interventionist viewpoints were waiting for ammunition such as this case to "shoot down their opponents arguments." He also informed Cody that he had been visited about six weeks or two months before the Y.M.C.A. Conference by the R.C.M.P. to discuss FHU's role in the upcoming conference, and had been revisited again after the conference. Furthermore, Silcox claimed that (his) own presence on that panel was not accidental" (italics his own).¹⁷ He did not elaborate any further.

Meanwhile Sir William Mulock, as Chancellor, wrote to Cody insisting that the matter be investigated immediately by the university. Mr. Balmer Neilly agreed and was already convinced that any man who believed in a dual loyalty at this critical time showed such "poor judgment" that he was not "worthy of a place on the Staff of the Provincial University." The Board met to discuss Underhill on September 12th and heard President Cody read some letters of protest from pro-British groups. He also read Underhill's statement on the incident. After a lengthy discussion, the Chancellor suggested that the President recommend "that after full consideration of Professor Underhill's conduct and utterances for (the) last 13 years", that he be dismissed. The Board unanimously agreed. It was decided, however, to withdraw this recommendation until a further meeting on Monday at which time the President would present another report on Underhill.

At the Monday session, President Cody made the following report to the Board:

In response to your request for a report on Professor Underhill and the statement alleged to have been made by him at the recent Couchiching Conference, I beg leave to state as follows:

After careful inquiry I find that there is no stenographic report of his speech and of the subsequent discussion, nor is there other satisfactory evidence to support the published account of what he said. I therefore recommend that no action be taken in respect thereof.¹⁸

The motion on the President's request was unanimously adopted. The Chairman of the Board announced this decision to the public, claiming that the Board "had investigated the affair thoroughly and so far as they were concerned the incident was closed."

The complete switch in the Board's decision within four days is astonishing. Part of the explanation can be attributed to the letters of support for Underhill which began flowing into the President's office, including ones from such influential gentlemen as Malcolm Wallace, B.K. Sandwell, and J.B. Brebner of Columbia University. All three letters argued that Underhill's Couchiching speech was not disloyal. Sandwell and Wallace also warned Cody as to the dangers to the co-operative spirit within the university, the nation and Canadian-American relations should Underhill be dismissed at this critical time of war.

Underhill gave another reason for the Board's apparent change of heart. He was convinced that it was chiefly "the strenuous efforts by Jim Macdonnell (President of the National Trust Co.) and J.S. McLean (President of Canada Packers) in interviewing (the) Governors on Sunday" that saved him on this occasion. "They have been magnificent, and this is the second time that they have come to my help,"¹⁹ he wrote.

A third explanation is that it was not a change in opinion at all. The President's recommendation referred to Underhill's Couchiching speech *only*, leaving aside the larger question of allowing Underhill to continue to teach at Toronto given his conduct and utterances for "the past thirteen years." There is some evidence that this was the reason in a letter sent by Hamilton Cassels, the university's lawyer, in response to an inquiry by the Board into the proper procedure to follow in

dismissing Underhill. Cassels claimed that the Board was asking Professor Underhill to leave because it was "undesirable to retain (him) on the staff at the present time of national emergency, feeling that by so doing the interest of the University and perhaps the welfare of the students might suffer."²⁰

Why was the Board so eager to have Underhill dismissed at this time? Having allowed him to stay thus far and having admitted to the public that his more recent Couchiching speech was not justification for his dismissal, why was the Board pressing the issue further? Were there pressures on the Board which caused them to view Underhill as a dangerous threat "to the welfare of the students"? Was this pressure from the Government? Was it the result of agitation on the part of the newspapers, notably the *Telegram*, or was it simply a feeling on the part of the Board that it was time to end thirteen years of headaches and continual trouble? It appeared to be a combination of all these.

The editor of the *Telegram* was not willing to drop the Underhill case just because the Board had announced that the incident was closed. The paper renewed the controversy of April 1939 and continued its attack on Underhill's Couchiching speech, bitterly complaining about the Board's failure "to discipline" him then or now. Underhill himself was fed up with the whole controversy and wished that the *Telegram* would drop the issue. "This whole business has been so unpleasant for the University as well as myself," Underhill wrote, "that I must obviously avoid the public platform for some time, and so I give this undertaking not to make public speeches outside of the University for the next year."²¹

Carleton McNaught, a friend of Underhill's and a member of the League for Social Reconstruction, was convinced that it was the politicians who were behind the *Telegram's* attacks on Underhill. "My fear is that the Tely, in collusion with Drew and perhaps Hepburn, are going to force the matter before the Legislature," he wrote to B.K. Sandwell of *Saturday Night*. McNaught believed that the politicians were also behind the Board.²²

The Board of Governors, meanwhile, met frequently between September and December of 1940 in an attempt to settle the Underhill affair. At the regular meeting of the Board on October 10th, Mr. Neilly moved that "the President be instructed to advise Professor F.H. Underhill that this Board will not continue to pay Professor Underhill a salary equivalent to that which he is now receiving." Neilly justified his motion by pointing out that since 1930 Underhill was stating controversial views to the point where he was getting more publicity than such outstanding scientists as Banting and Best, and "needless to add, this condition has not added to the prestige and good name of our University."

In the discussion that followed Neilly's speech, Chief Justice Rose managed to stave off Underhill's execution by raising points of legality. In the end Rose, along with other Underhill sympathizers on the Board, managed to get Neilly to agree to withdraw his motion, "pending a report from the President."²³

This put Canon Cody in a very difficult position. According to the University Statute of 1906, only the President of the University could recommend appointments and dismissals of professors; the onus was on him. And the Board was clearly split in opinion on the question of dealing with Underhill. Cody, however, was probably feeling that it was time that he and the Board took a definite stand against Underhill. Many times in the past, when asked to report on Underhill's conduct, Cody had agreed to let Underhill remain in the hope that this would be the last controversy, especially when Underhill gave what Cody construed to be promises to avoid future controversies. No sooner would one crisis die down, however, when Underhill would be embroiled in another. To Cody it seemed as if Underhill was unappreciative of his efforts, as president, to save him. Carleton Stanley, then President of Dalhousie University, told Underhill that Cody had "complained wearily of what he had to go through on your account, and thought that if you knew his weariness you would say nothing till the war is over."²⁴ And when would it all end? If



Frank H. Underhill, 1961

Underhill was not stopped now, how far would he go? What further embarrassments would he cause the president and the Board, to say nothing of the University's reputation as a whole?

Cody's report to the Board on December 19th showed a decidedly negative attitude towards Underhill, absent in his previous report. He began by insisting that the point at issue was not academic freedom "in the proper sense of the term..." Even if it was seen as such, however, the blame for curbing that freedom would be Underhill's, Cody contended. Underhill has failed frequently "to realize the responsibility of his privileged and dignified position as a teacher and the loyalty that is due to his institution and his colleagues." The real issue, however, was thirteen years of abusive comments and broken promises on Underhill's part. Often it was not even what he was saying so much as the way he was saying it. His views and the way he expressed them were offensive to respectable people. The University was bearing the brunt of the attacks through public misunderstanding and hostility.²⁵ Thus, Cody moved that "without any specific details of the writings or utterances of Professor Frank H. Underhill and viewing his record as a whole, I believe it would be better for the University that Professor Underhill's services be dispensed with and I so recommend." It was decided once again to delay action, however, until the Government had been notified of the Board's decision in order to ascertain its opinion.²⁶ A delegation, consisting of the Chairman of the Board, Leighton McCarthy, A. Howard Ferguson and Balmer Neilly, was to meet at the home of Dr. McArthur, the Minister of Education, on Friday, December 27th at 11 a.m. This clearly indicates governmental involvement in the case. Following this meeting, the Board was to meet on the same day to hear the Government's views.

Unfortunately there is no record of the discussion at McArthur's home nor any lengthy report of the delegates' account to the Board. It would appear, however, from the brief notes at the Board meeting that the government wanted Underhill reprimanded and was pressing the Board to take some definite action in this direction immediately. For after the delegates had outlined their meeting with Dr. McArthur, Mr. McCarthy, who on December 19th had favoured the Chancellor's resolution of deferring action, now moved an amendment to the Chancellor's motion which resolved that "Professor F.H. Underhill's services be dispensed with, and that Dr. D.B. Macdonald, the President and Mr. Leighton McCarthy be appointed to take the

necessary steps to give effect to this motion not later than the end of this academic year, 30th June, 1941."

The significant changes that the amendment made to the Chancellor's original motion were the definite decision to accept the President's recommendation to dispense with Underhill's service — a decision McCarthy was not prepared to make earlier — and the establishment of a committee to meet with Underhill to ensure his resignation. Furthermore there is evidence from the brief minutes of the Board meeting that the government was threatening to take action itself against Underhill, when the legislature met in February, should the Board fail to act immediately. The Chairman warned "what (the Government) may do" when it met in February, while Dr. Gibson suggested that "the new committee wait on Underhill and report back before Government meets."²⁷

A special meeting was planned for Tuesday, December 31st of those members (the Chairman, the Chancellor and Leighton McCarthy) who were to act as a committee of the Board to meet with Underhill on Thursday, January 2nd, 1941, and began another and more intense public debate on the Underhill case.

Underhill kept a detailed account of this meeting with the representatives of the Board. Sir William Mulock informed Underhill that it was "public opinion as expressed in the newspapers and elsewhere, which made it necessary to force his resignation. Underhill queried why the demand for resignation had arisen at this time, since he had done nothing to upset the Board since September. No satisfactory answer was forthcoming. The three Board delegates recommended that Underhill "go away, think about (the offer to resign), consult his friends and let them know before the Board meeting next Thursday what (his) decision was about resigning."²⁸

Underhill immediately got in touch with Dean Beatty and Harold Innis, both having come to his defence a year earlier, and with Principal Malcolm Wallace of University College and Chester Martin. Dean Beatty agreed to see the President and to let Underhill know "how the land lay there." According to Underhill, Beatty returned from seeing Cody claiming that:

matters seemed pretty hopeless, that the President said that the Couchiching affair had not been closed but only postponed; the most the President would concede was that he would meet a deputation from the staff on Tuesday afternoon. He remarked to Beatty that he didn't think many of the staff would oppose my disappearance, "only a few from University College."

The faculty deputation which met with President Cody on Tuesday, January 7th consisted of twenty of the most influential professors in the university. Most of the delegates were puzzled at the sudden renewal of the controversy and were concerned to know why this had come about. They also warned Cody as to the unsuitable publicity the dismissal of Underhill would bring to the University. In retaliation, President Cody stressed that the issue was neither teaching nor freedom of speech, but rather the welfare of the university. The Board had decided in September that Underhill was a detriment to the university and, therefore, should be dealt with. If universities failed to have a policy to get rid of "unsatisfactory members of staff," the "onus would be on Parliament," a shift in responsibility which Cody feared.³⁰

Canon Cody was "considerably shaken" by the comments of the professorial delegation. Possibly he saw them as a challenge to his position as president. Innis felt this might have been the case and assured Cody, in a letter commenting on the meeting of the previous day, that the faculty's remarks:

... were intended to express a feeling, which I am sure you sensed to the full, among all members of the staff of general affection for you. If I may say so, I think you forget at times that you have moved from a position of respect, in the minds of the staff which mailed (sic) your appointment, to a position in which you have not only respect but also complete confidence and affection.³¹

Innis then added a new explanation for Underhill's rebellious character: Underhill's aggressiveness could be attributed to his fighting in the First World War. "It was probably necessary to remember that any returned man who has faced the continued dangers of modern warfare has a point of view fundamentally different from anyone who has not. Again and again have we told each other or repeated to ourselves, nothing can hurt us after this." Innis was probably revealing more about his own reaction to war than about Underhill's or simply arguing out of desperation, but he was convinced enough of his opinion to assure Cody that he would "be glad to run the risk of losing (his) own academic position to save (Underhill). So much for the fraternalism of war." Cody now had to weigh the possibility of losing one of his most distinguished and influential faculty members against his desire to have Underhill out of his way. It was not an easy decision. He had obviously underestimated the importance of faculty opposition to Underhill's dismissal.

On Wednesday, January 8th, Underhill wrote to the Chairman of the Board, to explain his refusal to resign. In the letter, Underhill denied alleged accusations made against him that from heresy he thought might be the real reasons he was being asked to leave the university. Underhill closed by demanding the right as a citizen under British law, to "be presented with an exact formulation of the charge or charges on which such action (was) to be based."³²

Meanwhile things were happening on campus. Undergraduates and graduates alike were circulating petitions on Underhill's behalf; while letters were coming into Cody's office "to help the good old man" to such an extent that the President was reported to be surprised at the fervor which had arisen from all across Canada." The student petitions showed the highest respect for Underhill as a teacher.

We regard Professor Underhill as a man of the highest integrity, possessed of a keen sense of duty and dedicated to serve the cause of truth and freedom. At all times in his teaching he has put forward the highest ideals of Democracy. Most especially we affirm that he has not used lecture hours or tutorial sessions to try to inculcate his personal political beliefs among us.³³

While the students were bombarding Cody with petitions, Underhill was applying his own pressure indirectly through Ottawa. He wrote to his close friend, Dr. Hugh L. Keenleyside, a reputable member of the Department of External Affairs and secretary of the Permanent Joint Board on Defence claiming that the pressure on him:



U. of T. President Henry John Cody, early 1930s

really comes from Hepburn who has been seen in vain by both Howard Ferguson and the President. The younger members of the Board are of course Hepburn's gunmen.³⁴

Keenleyside rushed off a telegram to Cody on January 8 warning the President of the serious international repercussions of Underhill's dismissal at this time:

In appealing to you in regard to Underhill case may I suggest that every possible step be taken to postpone action until present international crisis is ended. Proposed action against a man widely known in United States as exponent of idea of continental co-operation might have most serious repercussions in that country where it would dismay and disappoint our friends encourage and strengthen the hands of those who are critical of "British Imperialism" provide ammunition for isolation leaders and all totalitarian groups and do cause of Canada and Empire great harm.³⁵

Was Keenleyside acting strictly out of personal concern for Underhill or also out of a genuine alarm at the possible international dangers of such a move? It would appear to have been a combination of both. He was in constant touch with Underhill about the situation in order to act as effectively as possible on FHU's behalf. On the other hand, the extent and the decisiveness of his action indicates a genuine concern to stop the incident before it damaged international relations. Furthermore Keenleyside was not the only governmental official to write Cody about the situation from the national perspective.³⁶

For the majority of people involved, however, the Underhill controversy centred on the question of academic freedom, despite attempts by Cody to convince them otherwise. And the chief threat to this freedom it was suspected came from the Ontario government. V.E. Gray, a Toronto barrister, expressed about as clearly as anybody, the nature of the problem of governmental interference in academic affairs that the Underhill case raised. In a letter to President Cody, he wrote:

Shall political power control or censor expression of opinions of University members: or, more precisely, shall Governors, appointed by political power, control University policy in staff appointments and discipline? That such political power controls the University revenues, aggravates, but does not change the issue; the issue is the continuing and unending struggle for academic freedom.

The provincial government was clearly acting behind the scene. Dr. Duncan McArthur, the Minister of Education, had met with President Cody on Thursday, January 9th,³⁷ the topic of discussion was no doubt Underhill. On the same day, there was a motion in the agenda book for the Board meeting that "Mr. McCarthy, the Acting Prime Minister of Ontario (the Honourable H. Nixon) and Dr. McArthur requested deferring" the case. The government had apparently switched its opinion from two weeks ago, when the delegation had met at Dr. McArthur's home, from taking immediate action to deferring the case. What had caused this change?

Underhill believed that "something from Ottawa must have decided Hepburn to change his stand very quickly, since I can't believe that Cody was lying to everybody to whom he has talked during the past few months about pressure from Queen's Park."³⁸ There seems to be some truth in Underhill's speculation, for Keenleyside, in a memorandum to Mackenzie King on the case, was under the impression that Mr. (Chubby) Power had telephoned Mr. Hepburn asking him "to delay any action in regard to Prof. Underhill."³⁹

Premier Hepburn became openly involved in the controversy when on Friday, January 10th, Carleton McNaught published a statement on the Underhill case in the Toronto Star. He reported that the Board was trying to get rid of Underhill and "that the real reason was pressure from a political source." Hepburn denied putting pressure on the university authorities to dismiss Underhill and personally assured McNaught "that there was no suggestion made of cutting the grant to the university, or anything like that, made by me." In fact, Hep-



Sir Robert Falconer late in his term as president of U. of T. (1907-32)

burn stated:

... when I heard of some move being taken, I went to the university authorities, as did George McCullagh, and urged them not to persist in the move. Indeed, I would regard it as unwise at the present time and in view of Canadian-American relations, if action were to be taken against him for his views in the connection.⁴⁰

McNaught pressured Hepburn to deny publicly any responsibility in the case. Hepburn hesitated to do so for fear, he claimed, of creating more publicity, but he agreed to consider the need to make an official statement to the press. The next morning the *Globe and Mail* carried a statement by Harry Nixon (acting Minister of Education) expressing the exact sentiments that Mitchell Hepburn used the previous day.

According to Clifford Sifton, who got involved by writing on Hepburn and Cody about their undemocratic attitudes, Nixon's statement and Hepburn's denial were more of a corroboration that they were involved "in generating the University's action" than they were a denial. Why else, Sifton wondered, would Hepburn be so anxious to "dissociate (sic) himself" from the whole affair if he had not been involved?⁴¹

The Underhill case had, meanwhile, left President Cody in an awkward position. Premier Hepburn had denied publicly that the provincial government had anything to do with the whole affair. This made Cody and the Board look like the guilty parties. Furthermore what started out to be a small university problem seemed to have mushroomed into a national — indeed an international — affair. But Cody insisted that the issue of Underhill's proposed dismissal was neither a question of academic freedom, nor of governmental interference nor of international relations but simply of "thirteen years of indiscreet and unwise methods of publicly expressing his views. His case is a case of personality and not of freedom."⁴²

Meanwhile Underhill, not realizing that the case against him was still unsettled, was, by the middle of January of 1941, boldly writing that his job was secure, since his "retention on the staff (seemed) necessary in order that the British Empire may win this war."⁴³ He was confident that he had weathered another storm. The support from staff, students and friends in the past two weeks had been so great that he doubted if anything more would be done. Keenleyside was of the same opinion assuring FHU that "the battle (had) been won, temporarily at least."

This was not the case, however. The Board met on January 23rd to discuss Underhill further. It was decided that the present moment was a dangerous time to pursue the matter but that the case should by no means be closed. It should only be postponed until the end of the academic year in June. At the Board meeting on June 26th Howard Ferguson moved that:

in the opinion of this Board, without any references to specific details of the writings or utterances of Professor Frank H. Underhill and viewing his record as a whole, it is in the best interest of the University that his services be dispensed with.

It is very surprising in a way that such a resolution should have been put forward. Given the infinite amount of trouble the Board had in early January in trying to deal with Underhill and given that Underhill had not acted offensively since then, one would have thought that the Board should have been agreeable to dropping the matter. On the other hand the Board's stand of June 26th was consistent with their view all along, which was to get rid of Underhill. It failed in January; it, or at least some of the members, were ready to try again. Time had not healed the bitterness.

The Chairman then asked the President if he had anything to say before the motion was put before a vote. The President informed the Board that he had been in touch with officers of the Government and Senior members of staff and wished to "withdraw his recommendation made last autumn in regard to Professor Underhill's continuance on staff of this University, and substitute for it a recommendation that no action be now taken to dismiss him."⁴⁴ The majority of the Board members opposed the decision.⁴⁵ It would appear, therefore, that there was as much pressure for Underhill's dismissal from the Board of Governors as from the provincial government. For why else would the Board still vote on Underhill's dismissal six months later after an apparent relaxation of governmental pressure?

There the matter rested throughout the summer until the regular Board meeting in September. In this meeting, Mr. Osler argued that the case should have been dealt with in June, and Mr. Neilly wanted to know why the wish of the Board at that time was not carried out. The Chancellor recommended letting "matters rest." The Board agreed.

So ended, finally, the Underhill case. With phenomenal fortitude on his part and that of his friends and associates, with the support of influential members of Canadian society and fighters for



Ontario Premier Mitchell F. Hepburn, 1930s

academic freedom, and with much luck, Underhill had won out against his enemies in his battle for the rights of academics to teach and pursue political activities simultaneously. In one sense it was more of a battle of opposing political pressures than it was of academic freedom with Underhill being able to amass greater political pressure than Hepburn. Yet the incident was an important victory for academic freedom also. Although it did not result in the formulation of a theory of academic freedom, it did force those individuals who believed in academic freedom to clarify their position and to speak out themselves in support of the cause. In this respect the Underhill case reflected and directed the path of future developments of academic freedom in Canada.

Footnotes

- Public Archives of Canada (P.A.C.), F.H. Underhill Papers, General Correspondence, Underhill to President Falconer, September 24, 1931; Falconer to Underhill, September 28, 1931.
- Frank H. Underhill, "Beatty and the University Reds," *Canadian Forum*, XV, No. 179, (December, 1935), p. 385.
- Quoted in "Professor Underhill 'Educates,'" Editorial, *Globe and Mail*, June 1, 1937, p. 5.
- University of Toronto Archives (U.T.A.), Board of Governors Papers, Minute Book, No. 15, (October 28, 1939 to May 11, 1939), p. 264, Re Board Meeting of December 8, 1938.
- Ontario Legislative Assembly Debate, April 13, 1939. The quote was in R.A. MacKay and E.B. Rogers, *Canada Looks Ahroud*, (Toronto, 1938), p. 269.
- Underhill Papers, General Correspondence, Underhill to George Ferguson, April 21, 1939.
- U.T.A., H.J. Cody Presidential Papers, Underhill to Cody, April 18, 1939.
- Underhill Papers, General Correspondence, Underhill to Ferguson, April 21, 1939.
- Cody Papers, Chester Martin to Cody, April 19, 1939.
- Ibid.*, The faculty request was sent on April 19, 1939 as was the student petition. H.J. Beveridge was chairman of the student "ad hoc" committee.
- Board of Governors Papers, Minute Book, No. 15, p. 360. Re Special Meeting of the Board on April 19, 1939.
- Cody Papers, Balmer Nicoll to C.E. Higginbottom, Secretary of the Board of Governors, May 8, 1939.
- The panel consisted of the following members:
Chairman: Norman McLean (Canada Packers)
Panel: Clark Foreman (W.P.A. Washington)
F.H. Underhill (Toronto)
J.F. Green (Foreign Policy Assn., N.Y.)
C.E. Silcox (Toronto)
- Underhill Papers, Special File: Couchiching, Underhill to Cody, September 4, 1940.
- Ibid.*, Reproduction of Couchiching speech given by Underhill on August 23rd and forwarded to President Cody on September 4, 1940, p. 1.
- Underhill Papers, Special File: Couchiching, Underhill to Editor of the *Toronto Star*, September 11, 1940.
- Cody Papers, C.E. Silcox to Cody, September 15, 1940.
- Board of Governors Papers, Agenda Book No. 31, (February 22, 1940, January 23, 1941), p. 105. Agenda for

- Board Meeting, September 12, 1940.
- Dalhousie University Archives. Carleton Stanley Papers. Underhill to Stanley, September 18, 1940.
- Mrs. Underhill claimed that some businessmen went to each Board member to dissuade them from dismissing Underhill. Personal Interview, August 1972.
- Roger Graham reported that J.S. McLean of Canada Packers sprang to the defence of academic freedom "when Arthur Meighen wrote to Ernest Lapointe condemning Underhill's Ogdensburg speech." R. Graham Arthur Meighen, volume 3: No Surrender, p. 124.
- Cody Papers, Copy of a statement by Hamilton Cassels to the Chairman of the Board of Governors, September 16, 1940.
- Ibid.*, Underhill to Cody, September 24, 1940.
- Underhill Papers. Copy of a letter from Carleton McNaught to B.K. Sandwell, Editor of *Saturday Night*, October 6, 1940.
- Board of Governors Papers, Agenda Book, No. 31 Board Meeting of October 10, 1940.
- Carleton Stanley Papers, Stanley to Underhill, September 23, 1940.
- Cody Papers, Confidential Report of Professor Frank H. Underhill, no date, p. 1.
- The Agenda Book reads to delete the reference to informing the Government of the situation in the official minutes and to mention deferment only.
- Ibid.*, Agenda Book, pp. 168-169.
- Underhill Papers, "Statement by Professor F.H. Underhill as to an interview between him and a committee of the Board of Governors on January 2, 1941", p. 2.

- Underhill Papers, File: 1941. This is from a Confidential Statement written by F.H. Underhill on the incident entitled "Some Account of Recent Strange Happenings in the University of Toronto," dated January 14, 1941.
- Cody Papers. Cody kept an account in point form of the main ideas expressed by each of the twenty professors plus an account of his own views on the Underhill incident.
- Ibid.*, H.A. Innis to Cody, January 8, 1941. Cody was very concerned about faculty reaction to his decisions. He had begun his presidency in an unfortunate way. He was an ex-cabinet minister and a former Governor of the Board, so that his appointment to the presidency was suspected as political patronage. Furthermore, President Falconer had publicly expressed his opposition to Cody as his successor, so that there was strong opposition to Cody from faculty members and students who respected Falconer's opinion.
- Ibid.*, Copy of a letter from Underhill to Dr. D. Bruce Macdonald, Chairman of the Board of Governors, Jan. 8, 1941. These accusations were: that Underhill broke a gentlemen's agreement with the President not to speak in public, by addressing a meeting of the League against War and Fascism; that he had been mixed up in a controversy in December of 1940 over a proposed meeting of the student C.C.F. Club banned by the president of the university because he thought the topic "Hepburn Must Go" indiscreet; and that his Couchiching Speech was a breach of his promise not to give more public speeches.
- Ibid.*, Petition signed by third and fourth year students in Modern History at the University of Toronto and submitted to President Cody on January 9, 1941.
- Underhill Papers, General Correspondence. Copy of a letter from F.H. Underhill to H.L. Keenleyside, January 6, 1941.
- Cody Papers, Telegram from H.L. Keenleyside to Cody, January 8, 1941.
- Leslie R. Thomson of the Department of Munition and Supplies and O.M. Biggar, the first Canadian chairman of the Permanent Joint Board on Defence also wrote to Cody warning him of a possible international crisis if Underhill were dismissed.
- Cody Papers, Daily Diary of H.J. Cody.
- University of British Columbia Library Manuscript Collection, Alan Plaunt Papers, Box 4; File 26, Underhill to Plaunt, January 12, 1941.
- Underhill Papers. Copy of a memorandum for the Prime Minister from H.L. Keenleyside, January 16, 1941.
- Ibid.*, Copy of a report by Carleton McNaught of a telephone conversation he had with the Ontario Premier Mitchell Hepburn on January 10, 1941.
- P.A.C., J.W. Dafoe Papers, vol. 12; File: January-June 1941, Letter from Clifford Sifton to J.W. Dafoe, January 22, 1941.
- Cody Papers, Cody to Clifford Sifton, January 13, 1941.
- Underhill Papers, "Some Account..."
- Board of Governors Papers, Minute Book, pp. 191-192, June 26, 1941. A recorded vote was requested and taken which showed the following supporting the motion: Honourable Dr. Ferguson, Mr. Morrow, Mr. Burns, Honourable Dr. Bruce, Mr. LeBine, Mr. Osler and Mr. Ross. Those opposing were the Chairman, the Vice-Chairman, the Chancellor and the President.

***Authors Note:** This article is a condensed version of my paper presented at the Canadian Historical Association, June 7, 1975. I am indebted to Professors Ramsey Cook and Jack Granatstein, as well as to Gail Brand and Douglas Baldwin for suggestions and criticisms. Any shortcomings are my own.

Douglas Francis is a historian at York University. His paper was initially presented at the Canadian Historical Association in Edmonton, in June 1975.

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980.
President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980.

Note:

- Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
- Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
- Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
- Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

The CAUT, the Crowe Case, and the development of the idea of academic freedom in Canada

by Donald C. Savage and Christopher Holmes

Although the administrative side of Canadian universities formed a national organization as early as 1911, university teachers did not do so until 1951.

Prior to the Second World War, faculty on a number of campuses formed local associations which seem to have been part club and part a rather mild pressure group. The small number of faculty and the fragmentation (geographic, linguistic and ecclesiastic) of Canadian universities along with the controls and shortages of staff during the Second World War inhibited any effective grouping of these associations.

In 1948 the faculty association at Alberta suggested the formation of a national body. Two years later a preliminary meeting was held in Kingston, and the following year the CAUT came into existence at a meeting at McGill.

The primary impetus for this move was economic. The suggestions from the Alberta association grew out of their interest in national salary data. University professors found the economic situation in the immediate postwar period very difficult. Those with jobs in the nineteen-thirties had found that they could manage reasonably well on a relatively low salary. The postwar inflation quickly eroded that economic position. The real salaries of professors fell.¹ Furthermore, the influx of returning soldiers both increased the size of the universities and brought into the academic profession many who would not accept the old pieties and paternalism.

For eight years the CAUT managed without any permanent structure or officials. Dues were kept to a few dollars. Attempts were made to ensure that the executive came from the same area in order to minimize costs. The entire administration fell onto the elected officers. Real power remained with the local associations and, as a consequence, CAUT, unlike the AAUP, became a federation of locals rather than an organization with individual memberships. The main focus in these eight years remained economic. This took two forms — the gathering and distribution of salary data and the support of the general university campaign to secure federal financing of higher education. There was a feeling in CAUT that without reasonable economic security, it was not very useful to pursue other matters.

Professor A. R. M. Lower had raised the issue of academic freedom at the first annual meeting of CAUT and urged the association to ensure that "one of the basic activities of the Association . . . be to keep constantly in view the issue of academic freedom."² But only one individual appeal is recorded in the minutes prior to the United College affair. Nor did the association have any procedures for dealing with such matters. As a consequence, some professors looked to the United States where the AAUP had been founded in 1915 and had developed policy statements regarding the handling of faculty contracts. UBC suggested that CAUT endorse the well-known 1940 *Statement of Principles on Academic Freedom* of the AAUP while others wished the CAUT to join the AAUP.

In June 1958, just as the storm was beginning to gather at United College, the CAUT met in Edmonton and discussed the issue of academic freedom at length. The minutes record that there was general agreement that the CAUT should proceed with caution. This was demonstrated by the defeat of a motion by Professors D. G. Pitt (Memorial) and W. A. Packer (United College) that a standing committee be created immediately "...to keep a watching

brief with regard to policies of tenure and academic freedom in Canadian universities and to keep a record of cases which might warrant discussion by the executive council of the CAUT".

Instead, the executive decided to create a committee to consider the role CAUT should play in protecting individuals in matters of academic freedom and tenure although it did accept an amendment to state that these were indeed the concern of the organization.³ Professor Gordon Turner of the University of Western Ontario was appointed to undertake the task.

The case of Harry S. Crowe at United College



Harry S. Crowe

Le renvoi de Harry Crowe de son emploi permanent au United College en 1958 a été la première occasion pour l'ACPU de procéder à l'examen d'un grief présenté par l'un de ses membres. À l'occasion de cette affaire, de nombreux universitaires canadiens ont dû se pencher sur les notions de liberté universitaire et de permanence de l'emploi ainsi que sur celle de la gouvernance des universités de façon beaucoup plus approfondie qu'ils ne l'avaient jamais fait auparavant. Elle a également amené l'ACPU à rédiger des énoncés de principe sur la question de la liberté universitaire et de sa protection.

presented the CAUT with the direct and immediate problem of how to resolve disputes concerning academic freedom and tenure. He was an associate professor of history at the college who had been a first class honours student at the college where he had enrolled in 1938. He had also been president of the student society and was known as a radical. He graduated in 1942 and became an officer cadet in the Winnipeg Light Infantry. He was posted overseas and served on loan with the Fourth Battalion of the Welsh Regiment between 1944 and 1946. At the time of his discharge he held the rank of captain and the Military Cross which he received for gallantry at the crossing of the Aller River.

Crowe returned to the University of Manitoba and took an honours degree in 1947. The following year he took his M.A. at Toronto and then with strong support from Frank Underhill, went to Columbia to study for the Ph.D. While at Columbia, he taught a number of summer sessions at the University of Manitoba and then for one year at the university before taking a contract at United College in 1950. He received tenure the following year and became an associate professor in 1956. He was a popular lecturer and was well regarded by his colleagues in the history department even though he could on occasion be somewhat abrasive. He also made no secret of his social democratic views. For the year 1957-58 he was visiting professor in the department of history at Queen's University.

A certain amount of mythology has invested the history of United College and its predecessor Wesley College. It had been influenced by the rise of the social gospel movement and by the Winnipeg General Strike and its aftermath. Two of the leading figures of the social gospel movement, Salem Bland and A. J. Irwin, were members of the faculty at Wesley College. In 1907, Sir Rodmond Roblin and Sir James Aiken had tried unsuccessfully to get Bland dismissed.

Around the beginning of the First World War, the chairman of the board had asked Bland to tone down his pronouncements, and in 1917 both men were fired on the grounds of financial exigency — a decision which produced acrimonious debate throughout the West.⁴ Inevitably the college was also influenced by the General Strike and by the rise of left-wing movements in Winnipeg. J. S. Woodsworth, the founder of the CCF, and Stanley Knowles were both graduates, and a number of individual faculty and students sympathized with these developments.

But it would be a mistake to see United College as a centre of either socialism or Prairie populism. The leading figures in the nineteen-thirties were A. R. M. Lower, Jack Pickersgill and Donald Masters who were hardly socialists or populists. Undoubtedly social democratic views increased after the Second World War. Tension between faculty and the board of regents was not, however, party political. It grew out of the liberalism and professionalism of the faculty in the thirties and forties which challenged both the doctrines of the United Church and even more importantly the absolute rights of the board as an employer. That absolute power was even more offensive when it was wielded by those who were clearly anti-intellectual. "...there was always a feeling hovering about", wrote Lower, "that the official College, with so many business men on its board, were out of sympathy with the genius of the place."⁵ By the nineteen-fifties only a mild paternalism could hold the traditional structure together without major conflict.

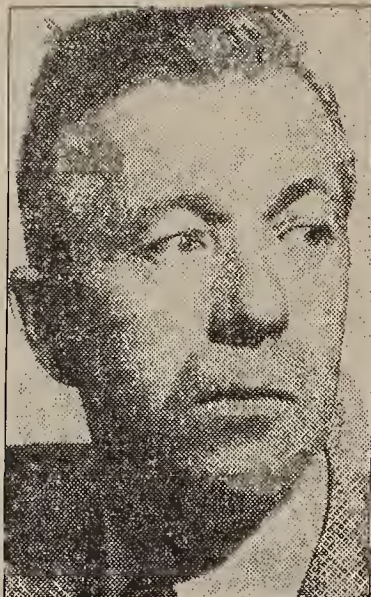
The Crowe case began in 1958 although there were hints of the trouble to come before that. In 1955, Rev. Wilfrid C. Lockhart had become the new principal and Alan H. Watson, a Winnipeg businessman without experience of the university world, the new chairman of the board. The faculty hoped that Dr. Lockhart would provide leadership, and they generally welcomed the new appointment. Lockhart held an M.A. from Toronto, a Ph.D. from Edinburgh and a D.D. from Victoria University (Toronto). He had been SCM secretary at Hart House and minister for a number of years at Kingsway-Lambton United Church in Toronto. He had also been chairman of the Board of Colleges and Secondary Schools of the United Church.

But not everyone welcomed the new arrival. A letter from J. H. Stewart Reid, the chairman of the history department, to Frank Underhill in May 1955 indicates that he was unhappy with the appointment but even more so with the general conditions in the college and was trying to find another post.⁸ Reid wished to see the college transformed professionally and to be run by academics not by clergymen. It did not take very long for conflict to develop.

The central factor was the creation of a faculty association at the college in affiliation with CAUT. This was regarded by Watson as an affront to the board of regents, particularly when the association began to present the demands of the faculty. Reid, Crowe and Kenneth McNaught all played an important part in this development. Watson and Lockhart had hoped to create a new era at the college by running it on sound business lines.

The new regime increased salaries somewhat and improved certain fringe benefits. Teachers were to be rated on a point system calculated by multiplying the number of courses by the number of students. Flood lights were installed to light the building which had all the ivy scraped off. *Saturday Night* reported that this was done, according to one Board member, on the theory that "If you have a good product to sell, you should package it properly." Inside the college the walls were covered with thousands of square yards of plywood in pleasant modern colours, and the pictures and emblems of the past removed. In 1957, Crowe and others formed a delegation to the board of regents to protest that the federal grant which had been specifically created to improve the salaries of university professors was being diverted at United College into the cosmetic flourishes of the administration.⁹

The storm broke the following year. On 16 April 1958, Principal Lockhart called Professor W. A. Packer of the department of German and secretary of the faculty association into his office and showed him a letter from Professor Crowe to Packer in which Crowe discussed the forthcoming federal election with some prescience, attacked the attempts of the board of governors to force the faculty to contribute to the college building fund and made some passing but acid comments on the involvement of the ministers in public administration.⁸ The principal told Packer that the letter had been turned over by a student and that it indicated that there was a conspiracy on the part of the faculty at the college against the administration. Packer replied that he had never received the letter and denied that there was any such conspiracy.⁹ The following day the principal modified his remarks to Packer stating that Crowe's letter had been enclosed in an anonymous letter mailed to him with the statement — "Found in College Hall. We think you should read it. Some staff loyalty?" Thus began the



J.H. Stewart Reid

train of events which would erupt into public controversy in the next academic year.¹⁰

Between April and the beginning of September the college began to divide into factions. On May 7 there was a meeting of the general faculty council chaired by the principal who discussed the Crowe letter at length denying that he had acted in any improper way even though he had photo-stated the letter. The principal indicated that he planned to put the letter before the board of regents the next day. In a heated interview with Professor McNaught, a member of the history department and chairman of the faculty association, the principal stated that he might not have done what he did if he had only been a private citizen but that he represented the church and the board and had to do what he was doing in order to defend them. He also considered that the letter was merely part of a pattern of behaviour on the part of Professor Crowe. Ultimately, however, the principal decided not to put the letter officially before the board but the board nevertheless discussed the issue that night.¹¹ This episode marked a shift in the principal's actions. From then on he repeatedly stated that he did not wish to fire Crowe and had not recommended that anyone do so. The control of the case on the administration side passed into the hands of the chairman of the board, Alan H. Watson.

Between May and September there was a series of private discussions involving the colleagues and friends of Professor Crowe, the details of which can be found in the CAUT report. The board fired Crowe for the first time on July 2. At no time was Crowe heard or given reasons for this decision. Professor Stewart Reid appeared at this meeting and was asked about the reasonableness or otherwise of dismissal for criticism, for possible lack of sympathy with the aims of the institution or for incompatibility.

However, since the board had indicated that Crowe could come back for a year on a term contract, there followed another round of discussions to determine whether a tenured contract had been replaced by an annual one. During these the chairman of the board attempted to penalize Crowe financially and to pay him less than the minimum for his rank. Watson wrote on July 21: "In the normal course, the following factors govern salary increments: (a) teaching proficiency, (b) loyalty to the institution, (c) measure of cooperation extended in

attaining the objectives of the College."¹²

By the beginning of September Professor Crowe was back at United College, and it appeared as though there was a prospect that the issues involved might be satisfactorily settled. Then on September 15 the board summarily dismissed Crowe in a letter without reasons and without a hearing.

The matter then became a public issue. The chairman of the board had already on the 26th of August written a letter to all members of the faculty stating the board's position:

"What the Board has had under consideration has been Professor Crowe's expressed attitudes to the College, the Board and the Principal as reflected in his communications to the Principal and the Board and his actions pertaining thereto. He has attempted to intimidate the Principal and the Board by threats of legal and other action and by public denouncement. He has imputed improper and false motives to the Principal and has made accusations against him of distortion, and grotesqueness, deliberately misrepresenting the facts to accomplish this end. The intemperate tone of his communications... reflects an aggressive belligerency that appears to make any long term relationship between himself and the College impossible."¹³

After firing Crowe, the board released a statement to the *Winnipeg Free Press* which was printed on September 20. The board stated that its "...opinion of the letter is that the attitude toward religion revealed by it is incompatible with the traditions and objectives of United College, and that, in the manner in which he has named in the letter six faculty members, two of whom are deceased and of hallowed memory, Professor Crowe overstepped the limits of decency."¹⁴ It then went on to quote an AAUP statement requiring professors to act responsibly in public statements as a matter of professional ethics. The board also stated that it had fired Crowe because it had received and read for the first time the contents of the letter Crowe had addressed to Packer.

At the same time, the General Council of the United Church set up a committee to investigate. It heard two members of the board but not Crowe or anyone else from United College and concluded that the church should exonerate the principal and the board and declare confidence in both. The General Council accepted the report.¹⁵

The columns of the newspapers then began to fill with letters pro and con. A few examples will indicate the bitterness engendered by the case. Rev. D. A. MacLean, the minister of Gordon United Church wrote that Principal Lockhart and the board of regents were responsible for "an unbroken series of blunders that is quite incredible", that their position was untenable, and that the principal should resign. Other letters supported Lockhart demanding that Crowe publish the letter¹⁶ or that "rotten apples" should be tossed out of the college.¹⁷ The editors were somewhat more cautious. The *Free Press* refrained from comment. The *Tribune*, however, called on Crowe to resign: "Professor Crowe should realize that the point he wished to make to the public has been made. The board should realize that its side has been given a public hearing.

"Further pursuit of this course could only be corrosive. Surely Professor Crowe knows that it would be difficult for him to carry on his teaching career at United College in a happy and useful way. Surely the board will see the wisdom

That absolute power was even more offensive when it was wielded by those who were clearly anti-intellectual. "There was always a feeling hovering about," wrote Lower, "that the official College, with so many businessmen on its board, were out of sympathy with the genius of the place."

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of affording Professor Crowe full opportunity to withdraw from an unhappy situation with dignity."¹⁸

Some months later Crowe spoke to the Winnipeg Press Club praising the work of the Winnipeg reporters but attacking editorial policy as "feckless, meaningless and impotent".¹⁹

Meanwhile, the CAUT had decided to send an ad hoc committee of enquiry to Winnipeg composed of Professor Vernon Fowke of the University of Saskatchewan and Professor Bora Laskin of the University of Toronto. That year the President of the CAUT was Clarence Barber of the University of Manitoba. Barber favoured taking action but preferred a committee of enquiry because he felt that his own position in Manitoba made it difficult for him to seem to act impartially. The committee was entirely separate from Professor Turner's investigation into the general question of academic freedom and tenure in Canada although it would profoundly influence the results.

The committee of enquiry was a fact-finding committee designed to report to the CAUT so that it could decide what action to take on the Crowe case. It was neither a court nor an arbitration. "What it did do", as the editor of the *CAUT Bulletin* wrote, "when the facts were ascertained, was to evaluate them to determine to what extent issues of academic freedom and tenure were involved, and, in the light of the findings, to make recommendations for action". The use of a fact-finding committee and the publication of its report had long been the practice of the American Association of University Professors which undoubtedly provided the precedent for the Fowke-Laskin Report. The Faculty Association met on September 15 and agreed to support any properly constituted investigating committee.

The CAUT committee arrived in Winnipeg in early October and immediately ran into difficulties with the principal and the board of regents. Even though the chairman of the board had publicly indicated that he would cooperate with the enquiry, it became obvious that the college was not anxious to do so. The board raised a series of procedural difficulties by demanding such matters as the constitutions and by-laws of the CAUT, the United College Faculty Association and the Queen's Association which had raised the case in the first place, the names and addresses of all officers, the financial statement of the CAUT, etc.

More seriously, the board pointed to the legal power in the United College Act whereby it had the power to appoint faculty, set salaries, define duties and that all such duties were at the pleasure of the board, thus indicating a very restrictive view of tenure. The Fowke-Laskin Report noted that the university solicitor "found it difficult to appreciate that there was any difference between security of tenure in the sense in which it is understood in an academic community and tenure as it is covered by the enactment which he quoted." Finally, the board demanded that the committee act as an arbitration with members appointed by the College.

When the demand for a reconstitution as a five-man arbitration was refused, the board of regents withdrew from the hearing. This reflected what was to become a fairly standard response of university administrations to CAUT enquiries, namely to question the fairness of the CAUT committees on the grounds that they were not formal arbitrations although the administrations in question had rarely thought fit to consider fair hearings or arbitrations until the CAUT committees appeared on the spot.²⁰ The Fowke-Laskin Committee remarked in its report that it was, of course, possible to resolve disputes through other mechanisms than a CAUT enquiry but that they were not prepared to take seriously the suggestions of the College which had had three months to consider their response and only made these suggestions when a CAUT committee was on the spot. Nor were they prepared to accept the trade union model suggested by the university solicitor:

"Throughout the discussions on credentials and procedure . . . and the discussion leading to the withdrawal of the board of regents and of Principal Lockhart (through his counsel) . . . it was quite clear that Mr. McGavin (the university

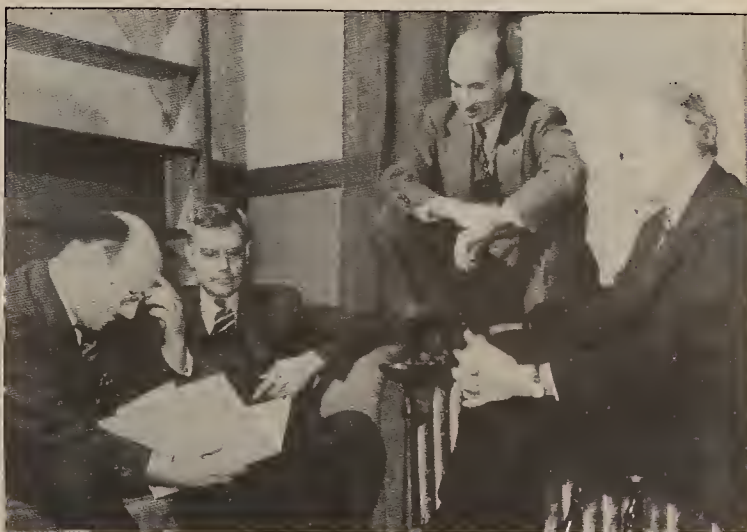
solicitor) was determined to treat the investigation as if it arose out of a labour relations dispute between an employer and a trade union. The concept of a University as a community of scholars, as an integrated body of civilized men and women (composed of administrative heads, teaching faculty and students) dedicated to pursuit of knowledge and development of wisdom, was completely absent from his presentation. He was less than subtle in trying to cast the members of the Committee in the role of trade union nominees to a Board of Conciliation; and even if there was nothing else to illuminate his attitude, his request for affidavits of impartiality carries its own condemnation. The Committee cannot believe that Mr. McGavin's philosophy of a University is that of the board of regents. The degradation involved is the very antithesis of higher education."²¹

Finally, they stated that they were prepared to ensure the fair presentation of all evidence that anyone wished to present so that the committee could make its report having heard the representations of all parties. Professors Fowke and Laskin

themselves, they warranted neither dismissal nor discipline short of dismissal."

Fowke and Laskin commented on the disquieting revelation that salaries depended on grace and that they could be less than the published minima. They recorded the deep division among the faculty at United College and the bitterness which the case had produced. In particular, they noted the attempts of some of the senior faculty to secure motions of loyalty to Principal Lockhart and the alleged victimization of the Registrar, Miss Peggy J. Morrison, who had supported Crowe.²² The Committee analyzed the board's press release of September 20 and indicated that the AAUP statement quoted therein was meant to apply to public statements, not private letters and that the statement continued on to say that the professor "should be free from institutional censorship or discipline".

The Committee also concluded that the Principal must bear a direct responsibility for inaugurating and escalating the crises even though he attempted to abdicate responsibility to the board. They considered his actions as deliberately persisting "in the



Colleagues at United College, about 1940; (left to right) David Owen, Donald Masters, Arthur Phelps, A.R.M. Lower

considered the withdrawal of the board of regents and of the principal "a gross breach of faith".

Fowke and Laskin continued their investigation and reported to CAUT which published the report in the latter part of November and printed it in full in the *CAUT Bulletin*.²² Fowke and Laskin concluded that the actions of United College constituted "an unjust and unwarranted invasion of the security of academic tenure". They considered that neither the principal nor the board had "any tenable ground for the severe treatment of Professor Crowe" and that one of the reasons for the action clearly revealed by the documents was that he "was not sufficiently complaisant, not servile enough in thought and attitude to his administrative superiors".

They found that Crowe "refused to countenance abjectly a sustained invasion of his privacy and the possibility of adverse use of a private letter the content of which he declared was taken out of context and misinterpreted. The Committee holds that Canadian scholars are not commonly or properly held in such low esteem that they must abstain from protest in such circumstances. The Committee find . . . that Professor Crowe's protests were neither intemperate nor aggressively belligerent nor vigorous beyond the point of reasonable firmness. In

invasion of personal privacy . . . an encroachment on one of the most elementary rights of a citizen, academic or otherwise, in any society in which freedom is anything but an empty word."

Finally, the Committee took aim at what it considered the central fact of the case, namely that Professor Crowe had been fired without reasons and without a fair hearing. "The facts which are of the greatest concern", wrote Fowke and Laskin, "...are, first, that the board of regents took a decision of crucial importance for the future of Professor Crowe...on what can without exaggeration be characterized as less than a shred of evidence; and, second, that they failed to confront Professor Crowe with any charge and gave him no opportunity to speak to any charge." The board did not suggest that there was any evidence, the Committee wrote, other than the letter of March 14 concerning Professor Crowe's attitudes to religion and his colleagues. The Committee observed "that the administration of United College, judged by its conduct, seems to hold the view that religious belief is so fragile that it may be shattered by a breath of criticism."

The publication of the report immediately made the Crowe affair a matter of national interest, particularly in the university world and in the media. In



Jack Pickersgill, Lecturer,
Department of History, United College

an editorial in the *Free Press* reproached the CAUT for the one-sidedness of its report. But it went on to say that "the missing evidence does not bear on the report's basic criticism, which is the manner in which Professor Crowe was dismissed. That ought not to have been done without a personal hearing..." The editor then suggested that there would be no insurmountable barrier to the restoration of Professor Crowe to his job.²⁴

The board of regents attacked the report as biased. Principal Lockhart issued a statement on academic freedom stating that such freedom was necessary in research but that it should not be interpreted "to mean an immunity to cover irresponsible action or expression..." He considered that there was an obligation on academics to exercise appropriate restraint, to be fair and accurate and to show respect and consideration for the opinions of others. Professors could not claim immunity "...for the promotion of ideas and schemes that would subvert the very authority that exists to ensure them the true academic freedom they require."

Furthermore, professors had to recognize a modification of academic freedom in a church college in the area of religion. "While the teacher will exercise full privileges to bring under comment and criticism all matters of faith and doctrine", Lockhart wrote, "if he, nonetheless, finds himself out of sympathy with the basic tenets of religion, he should in all honesty refrain from attacks upon religion as such or the religious views of his colleagues." Furthermore, the Principal stated that if he could not share the aims of the institution, he should "find opportunity in an environment that is more congenial to his own convictions."²⁵

Canadian academics, particularly historians, reacted vigorously. Professor A. R. M. Lower, who had been on the staff of United College from 1929 to 1947, wrote from Queen's that, although he maintained a great interest in the College, he could only report that it had never been a very happy place to work. He maintained that poverty had exacerbated the division in the College. "Every honest difference of opinion", he wrote, "has tended to be regarded as treason". The saving grace of the College was the faculty and the "dynamic and forward-looking student body", but that this was vitiated by an arbitrary board and administration.²⁶

Lower pointed out that tenure was unconditionally at the pleasure of the board. "What self-respecting man", he wrote, "will stay in an institution whose government is a despotism? It may be argued that it is a benevolent despotism. Events, however, hardly bear out that argument..." He

was willing to consider that the principal was foolish rather than wicked but "it does not seem to me that on either score his qualifications as head rank particularly high". He called for his removal and for the United Church to take a principled stand to reform matters at the College.²⁷

The history departments at Toronto, Manitoba and Queen's gave strong support to Crowe as did the Faculty Association Executive at the University of Manitoba.²⁸ Professor Clifford J. Robson, chairman of the department of Psychology defended the principal and the board of regents stating that with the formation of the faculty association at United College, it was clear that a small group of professors were attempting a power play within the institution. He invited those who did not share the views of United College to leave for secular institutions. He pointed out that the principal had increased salaries every year since his appointment and inaugurated a group insurance plan and improved pension arrangements, all of which demonstrated the concern of the administration for the faculty.²⁹

Towards the end of November three members of the faculty, Professor J. H. Stewart Reid, Kenneth McNaught, and R. M. Stingle indicated that they intended to resign as a consequence of the college's handling of the Crowe case and its reaction to the CAUT report. They took this action even though none of them had other job offers. These letters were printed in part in the *Free Press* on November 27. The three professors also indicated that they considered the appointment of Professor Gordon Blake as dean of arts and science to be provocative and indicative of the refusal of the board to change its mind since Dean Blake was one of the strongest and most vocal opponents of Crowe on the campus. McNaught stated that he would not return if Blake remained as dean. The board replied that Crowe could not be reinstated because it would make the positions of Dean Blake and of the principal untenable.³⁰ Eleven more faculty resigned between December 5 and 10. (See table of faculty resignations.)

In the first week of December, the Reverend Stanley McLeod, President of the Manitoba Conference of the United Church, attempted to mediate but Crowe refused the proposal since the suggested statement, although it admitted that the board had erred in firing Crowe without a hearing and had misinterpreted his religious views, required Crowe to repudiate the CAUT enquiry and to apologize to the principal. Meanwhile, Dr. Lockhart had offered his resignation to the board and published "a statement in defence of himself, thus stopping any further attempt at mediation by church leaders."³¹

Two days later, twenty-five members of the staff called for a judicial enquiry as did the *Free Press* and the *Tribune*; the students marched on the legislature to support Professor Crowe. At that point the Honourable Gordon Churchill, who was a member of the board, intervened and succeeded in getting a settlement by which Professor Crowe was unconditionally reinstated.³² For a moment it seemed as though the Crowe case was settled, and the United Church issued a judicious statement reaffirming academic freedom at United College, affirming confidence in the Principal while recognizing that he made an error in photostating the letter, stating that Professor Crowe was justified in protesting and welcoming his reinstatement. It was signal victory for the CAUT.

The peace treaty, however, was short lived. The Principal accorded a lengthy interview to the *Toronto Telegram* which was published on December 19 and another to the *Globe and Mail* which appeared on January 5. The Principal stated, among other matters, that the police were convinced that Professor Packer had lost the famous letter. The Chief of the Winnipeg police denied this. Crowe and Packer also replied. There was also a lengthy and acrimonious exchange in the *Free Press* between Senator T. A. Crerar who attacked Crowe and supported Lockhart and Professors Richard Glover and T. J. Olsen, who defended him.

The real problem, however, centred around the resignation of Reid, McNaught and Stingle. The Board did not accept the other resignations which had been made in December. Professor Crowe considered that the Board had made a commitment

during the Church settlement that they would reinstate the three whose resignations had been accepted. W. J. Wainces, the dean of arts and science at Manitoba, and W. L. Morton, the head of the history department, testified that Crowe had consulted them and that they urged him to trust the good faith of the Board rather than to insist on a written guarantee. The abortive McLeod proposals had also included such a commitment. It would appear, however, that only Watson and perhaps one or two other members of the Board actually made the commitment to Churchill, who was unable to persuade the Board to honour the promise. Principal Lockhart wrote to the three professors towards the end of January confirming their resignations. Private negotiations failed to settle the situation.

Meanwhile, the college was placing advertisements for faculty posts in British publications, and the CAUT was placing counter-ads.³⁴ At the beginning of March a "Carry on Dr. Lockhart Drive" was started in which postcards were sent to members of the United Church asking for support. Ultimately, he was presented with a petition in April with 7,000 signatures asking him to remain at his post.³⁵

Crowe resigned on March 22, protesting the failure of the college to re-hire his colleagues. Eleven other faculty also resigned.³⁶ He declined several offers of academic posts and took a research post with the Railway Brotherhood. There then followed another public battle in the press with twenty-seven members of the staff alleging that Crowe had accepted the settlement knowing that his colleagues would not be reinstated and with denials from Crowe, Dean Wainces and H. L. Morton along with the publication of Crowe's letter of resignation.³⁷

The focus then moved to the CAUT Council which was to meet in Saskatoon in June. Both sides re-fought the original Crowe case. An anonymous group of faculty circulated a three-part attack on Crowe, the Fowke-Laskin report, and the CAUT. This was answered by McNaught, Crowe, Packer and Stingle in one circular letter and by a larger group. The letters in the CAUT file indicate the interest of faculty in all parts of the country, the divisions between them, and the determined effort of those remaining at United College to reverse the CAUT position.^{37a}

The previous November the CAUT Executive had received and adopted the Fowke-Laskin report. Not all members had favoured this course of action but the support of the Toronto executive proved decisive.³⁸ The report was then published in full in the January issue of the *CAUT Bulletin*. There then followed the placing of advertisements in the *Times Literary Supplement* which had been criticized in some quarters, particularly at the University of Toronto. Other voices, however, were heard in favour of more militant action, notably the censure of United College. Barber himself wrote in favour of this possibility in February. The idea of censure or some form of blacklisting had been used for some time by the AAUP. But there was, of course, no precedent in Canada.³⁹

In anticipation of the June meeting and at the suggestion of Keith Callard at McGill, the President of CAUT struck a committee headed by Frank Scott to review the situation which concluded that the failure to re-hire the three professors was a breach of faith but did not recommend censure. The Saskatoon meeting adopted the report and thereby affirmed its support of the Fowke-Laskin report, commended the executive for the actions it had taken, and authorized the publication of a further account of the affair since the Fowke-Laskin report. The press gave considerable space to the remarks of Frank Underhill who stated that he had once thought Winnipeg "a city of the world" when it was led by John Diefoe but that the Crowe case indicated "...that it was not that kind of city at all." Rather it had "...sunk to the intellectual and moral level of Toronto" where togetherness, harmony and Rotarian virtues had replaced intellectual values.⁴⁰

The issue of censure did not come before the meeting. The majority considered that the publication of the report along with the subsequent publi-

ty accomplished the same end as a formal censure. Some confirmation of this can be found in the request of the University of Winnipeg Faculty Association (formerly United College) to the CAUT in 1970 to lift the censure of the College and to modify the references to United College in its rhetoric.

The United College affair indicated that the CAUT would have to take certain steps if it were to have an effective voice in the area of academic freedom. The first problem was a national office and staff. The CAUT first considered this matter in 1955 on a motion by Professor Clare Pentland of Manitoba. Most of the development work was undertaken by Professor H. W. McCready (McMaster) both during and after his presidency. There was general agreement that an office should open at the latest in 1959 but some disagreement as to the type of staffing. McCready favoured a permanent general secretary who would be a senior academic on the level of a deputy minister while the McGill association and others wanted secretarial

1915 with the intention of creating norms or standards of procedure in such circumstances. Professor Turner relied upon the 1940 revision, the 1957 statements on procedures and institutional regulations, and the 1958 statement on dismissal. Turner produced a report in May 1959 which dealt with the main issues and which recommended four policy documents. This report was debated by the CAUT Council in June and November, and a statement based on it was ratified in 1960.⁴¹

Turner's committee unequivocally recommended that CAUT attempt to secure reasonable procedures and to investigate the cases of individuals. There was, of course, in existence another body which represented the corporate interests of Canadian universities, the National Conference of Canadian Colleges and Universities (NCCU, later the AUCC). Because of the Crowe case the NCCU had struck a committee on academic freedom. It produced a brief statement recommending adjudication of disputes by a three-person committee, one nominated by the CAUT or the local faculty

adopted... The Alberta statement pointed out that while 'there is a disarming but superficial attraction about declarations of rights', it is also true that 'once codification is achieved, and strict lines drawn' the tendency is for both sides in a controversy over academic freedom 'to attempt to sail close to the wind'. The result will be that staff and administration will become antagonists in the academic community."⁴²

Toronto and Queen's led those who favoured expression of principle but feared that too much definition would lead to restriction. They favoured a general statement by CAUT with the local association working out the details on each campus. They thought that such a combination of general CAUT statements with local autonomy would provide a sure foundation for the organization. This view carried the day.⁴³

In the final statement of principles the CAUT Executive and Council rejected the then AAUP view that there could be justifiable limitations on academic freedom notably in religious institutions and that an academic had to disassociate himself from his institution when making public statements. It also rejected the lengthy period of probation favoured in the United States. Instead, it adopted a brief statement of principle along the lines suggested by Turner with the specific addition that: "therefore, academic staff should have continuous (permanent) tenure after the expiration of a short, specified probationary period. Appointments should be terminated only for adequate, specified cause, and only by means of fair procedures."⁴⁴ This apparently was prompted by protests on the part of Turner that the original draft was too vague. "The question of whether our investigation procedures will make much sense", he wrote to Stewart Reid, "in the light of the new 'principles', e.g. how can we determine if there was a 'proper hearing' when the CAUT will not commit itself to the proposition that there should, in dismissal cases, be any obligation to provide a hearing, let alone a 'proper' one."⁴⁵ The Carleton faculty association had also pressed for more clarity on this point and their proposed wording was accepted.

The Council also transformed Turner's committee into a standing committee on academic freedom and tenure and adopted with minor modifications the lengthy terms of reference which he suggested. These were much influenced both by the current AAUP practice in investigations and the Fowke-Laskin report. Basically, the procedures allowed for the standing committee to create ad hoc investigating committees as in the Crowe case and laid down procedures so that these investigations would take place privately and would report to the CAUT. Such committees were not considered to be arbitrations but fact-finding committees of the association. It was assumed that private negotiations would precede and succeed any such investigation. Nevertheless, the purpose was clear:

"The report shall state (a) definite conclusions on the issues submitted to the Ad Hoc Committee by the Chairman of the Standing Committee on Academic Freedom and Tenure, or upon an alternative formulation by the Ad Hoc Committee of the issues involved; and where applicable (b) whether the dismissed faculty member was accorded a proper hearing and, if not, whether the shortcomings in the procedure invalidated the dismissal; (c) whether the record of the dismissal hearing contains substantial evidence in support of the factual conclusions which led to the dismissal (not whether the Committee would itself have reached these conclusions); and (d) whether the grounds for the dismissal accord with the CAUT Statement of Principles of Academic Freedom and Tenure. In short, the Committee shall determine whether the decision to dismiss was fairly reached and is rationally supported in the light of the Association's principles both procedural and substantive."⁴⁶

Since the Executive and Council decided to defer any action on the other procedural documents suggested by Turner, this in fact became the statement of procedural justice of the association. It clearly pointed the CAUT in the direction of reasonable procedures to guarantee academic freedom and tenure. But it equally clearly in its third clause in-



United College (now University of Winnipeg)

help to assist the executive. McGill believed that it would lose one-third of its membership if the former plan prevailed. The events at United College, however, made it clear that the executive could not handle future academic freedom cases on a part-time basis. Hence the decision definitely to establish the office in 1959 and to appoint a senior academic full-time. J. H. Stewart Reid was chosen by open competition as the first executive secretary.

The second important step was to develop procedures in relation to the defence of academic freedom and tenure. Clearly tenure at United College meant nothing since everyone was serving at the pleasure of the board and could be dismissed without reasons or a hearing, much less an arbitration. Professor Turner's committee surveyed the practice in Canadian universities and found the great majority with few or any safeguards for the faculty members. The need for a Canadian code of practice was obvious.

Both the Executive and Professor Turner were much influenced by the policies and practices of the AAUP. Clarence Barber as president had visited the Washington office of the AAUP for discussion of these and other matters. For many years the AAUP had been committed to a due process approach to the handling of disputes involving academic freedom and tenure. It had produced a statement in

association, one by the administration and the chairman by the NCCU. Although one local association favoured a trial of such proposals, no one else did and the committee recommended against it. It was firmly of the view that CAUT was a professional organization which should undertake to cooperate with the NCCU.⁴⁷

The four documents included a statement of principles concerning academic freedom and tenure, procedures for CAUT investigations, recommendations concerning institutional regulations and dismissal procedures. There was a good deal of division about this. The faculty association at United College had already recommended the adoption of the AAUP statement prior to the creation of a Canadian version.⁴⁸ Waterloo College, which was also having local difficulties, favoured a detailed statement. As Turner pointed out, it was not surprising that smaller institutions with autocratic boards would want detailed procedures and legal redress.

Saskatchewan and Alberta, however, were opposed to any definition of principle. Alberta was most emphatic about this. Professor S. R. Sinclair presented the views of the association's committee on academic welfare:

"expressing the unanimous opinion that no statement of principles at all should be

indicated that the association would not take a narrow legalistic view. In its final clause it enunciated the principle that CAUT would investigate on the basis of its own principles and procedures rather than local ones. Both of these have been matters of great contention ever since but have been fundamental to the development of the CAUT doctrines of academic freedom and tenure and to the work of the Academic Freedom and Tenure Committee. These procedures also foresaw the possible publication of such reports in case the university proved recalcitrant. Publicity was considered to be the main weapon; there was no mention of censure. Furthermore, the procedures were limited to dismissal cases. It would not be until 1967 that the CAUT elaborated procedures in regard to denial of tenure and non-renewal of a probationary contract and adopted the device of formal censure.

The general approach of CAUT officers throughout this period between 1958 and 1960 seems to have been based on certain assumptions. They believed that the university was a plural institution which should tolerate any point of view. They had professional pride and assumed that university teachers should become self-regulating in the manner of other professions. This in turn would lead to a great deal of discussion in the 1960's on the issue of university governance and collegiality.

Finally, they supported the view that the principles of natural justice, particularly the right to a fair hearing, should be secured for the academic profession. Since this could not be established in the courts or by legislation at that time, it was necessary to do so by altering the terms of service of university professors. The second and third of these ideas flowed into each other and formed the basis for most discussion within the university concerning academic freedom and governance in the next decade.

Donald Savage is Executive Secretary of the CAUT. This paper was initially presented at the Canadian Historical Association in Edmonton, in June 1975.

FOOTNOTES

1. V.C. Fowke, "Professional Association: A History of the CAUT", A Place of Liberty, ed. G. Whalley, Toronto, 1964; K. A. H. Buckley, "The Declining Status of the University in the Canadian Community", address to the CAUT Council, 1954.
2. CAUT Council Minutes, 4 June 1952.
3. Executive Council Minutes, 9-10 June 1958. The motion was moved by J. W. O'Brien (Sir G. Williams) and E. M. Counsell (McGill) and the amendment by D. G. Pitt and J. Beetz (Montreal).
4. For opposing views on the genuineness of the reasons for dismissal, see K. McNaught, A Prophet in Politics, 1959, and Richard Allen, The Social Passion, 1971.
5. A. R. M. Lower, My First Seventy-Five Years.
6. J. H. Stewart Reid to Frank Underhill, 10 May 1955, Underhill MSS., Public Archives of Canada.
7. Saturday Night, 22 November 1958.
8. The questionnaire sent to faculty in January 1958 stated: (a) Have you contributed to the College Building Fund? (b) Do you intend to contribute to the College Building Fund? (c) Do you intend to raise money for the Building Fund? Underhill, MSS., vol. 13.
9. CAUT Bulletin, VII, 3, 1959, p. 22.
10. Ibid., p. 23.
11. Ibid., p. 25.
12. A. Watson to H. Crowe, 21 July 1958, Ibid., p. 61.
13. A. Watson to Faculty Members, 26 August 1958, Ibid., p. 66.
14. Winnipeg Free Press, 20 September 1958.
15. Saturday Night, 22 November 1958.
16. Ian J. Harvey, Free Press, 24 September, 1958.
17. Anonymous letter, 26 September 1958, Tribune.
18. Tribune, 25 September 1958.
19. Free Press, 25 April 1959.
20. cf. Victoria, Loyola, Ottawa.
21. CAUT Bulletin, VII, 3, pp. 12-13.
22. Ibid., Special Issue Vol. VII, 3 January 1959.
23. Principal Lockhart is alleged to have repeated to the Registrar a story concerning Winston Churchill who when criticized by a junior official supposedly remarked, "I don't remember having done you a favour recently", and Principal Lockhart added to Miss Morrison, "I hope you get the full implication".
24. Free Press, 25 November 1958. See also "Freedom in Winnipeg", Canadian Commentator, November 1958; "Harry Crowe and Human Rights", Saturday Night, 22 November 1958; Geoffrey Payzant, "More on L'Affaire Crowe", Canadian Commentator, December 1958.
25. Free Press, 28 November 1958.
26. Tribune, 4 December 1958. Lower mentioned as former faculty; Jolliffe, Kirkconnell, Pickersgill, Phelps, Woods, Graham and Thomson.
27. Tribune, 4 December 1958.
28. Tribune, 3, 5 December 1958, Free Press, 6 December 1958, 28 November 1958. See also letter of Professor Norman Zacour, 9 December 1958, Free Press.
29. Tribune, 13 December 1958. See also J. G. McGregor, "Dr. Lockhart Justified", Canadian Commentator, February 1959.
30. Free Press, 27 November 1958.
31. Free Press, 8 December 1958, United Church Observer, 1 January 1959.
32. The full text of the statements, documents and news reports can be found in the CAUT Bulletin, VII, 4 (1960) and in the files of the Free Press and the Tribune. See also "The Groves of Academe", Canadian Forum, January 1959.
33. Free Press, 22, 31 December 1958; 14, 19 January 1959.
34. Times Literary Supplement, 2, 9, 16, 23 January 1959. Also an attack on this practice of CAUT by the United Church Observer, March 1959. Circular letter of C.L. Barber, 3 February 1959, CAUT Archives.
35. Underhill MSS., vol. 13.
36. H. S. Crowe to A. H. Watson, 22 March 1959, CAUT Bulletin, 4 (1960); interview with H. S. Crowe, March 1975.
37. CAUT Bulletin, VIII, 4 (1960). See also statement supporting Crowe by the Association of the Academic Staff of the University of Manitoba, 1 April 1959, Free Press, 2 April, 1959; exchange of letters between J. W. Graham (Western Ontario) who attacked Crowe and the CAUT and James Eays (Toronto) who defended them, Free Press, 27 April, 19 May 1959.
- 37a. Anonymous document dated 4 April 1959; reply by 13 faculty, n.d., 1959; "Analysis of Anonymous Documents" by H. S. Crowe, K. McNaught, W. A. Packer, and R. M. Stingle.
38. Interview with K. McNaught, March 1975.
39. See for instance N. H. Morse, President Acadia Association to C. L. Barber, 26 February 1959 mentioning the possibility of censure; L. A. Duchemin, President Mount Allison Association to C. L. Barber, 7 February 1959, opposing further action, CAUT Archives; interview with H. S. Crowe, March 1975.
40. Free Press, 8 June 1959; Report of the Special Committee on the Crowe Case, n.d., 1959, CAUT Archives. The other members of the committee were F. W. Gibson (Queen's), L. E. M. Lynch (Toronto) and L. M. Read (Carleton).
41. G. A. Turner, "Academic Freedom and Tenure: Notes on Investigational Procedures", CAUT Bulletin, XII, 3 (1964). Also Turner Report, CAUT Archives.
42. A. J. Monahan, "Academic Freedom and Tenure and the CAUT - the First Twenty Years", CAUT Bulletin, XVIII, 4 (1970); Turner Report, 1959.
43. CAUT Executive Council Minutes, 22-23 November 1959.
44. CAUT Council Minutes, 14-15 November 1959.
45. CAUT Executive Council Minutes, 6 June, 14-15 November 1959. See also G. H. Turner to A. F. T. Committee, 16 May 1969, CAUT Archives.
46. CAUT Council Minutes, June 1960.
47. G. H. Turner to J. H. Stewart Reid, 14 December 1959, CAUT Archives.
48. Turner Report; CAUT Council Minutes, November 1959.

Resignations from United College in connection with the dismissal of Professor Crowe

The dates given are not necessarily those on which resignations were submitted, but are the dates on which resignations were announced in the press.

		First Resignation	Second Resignation
Michael Oliver	Asst. Prof., Pol. Science	May 1958	
*J. H. S. Reid	Prof. & Head, History	Nov. 27, 1958	
*K. W. K. McNaught	Prof., History	Nov. 27, 1958	
*R. M. Stingle	Asst. Prof., English	Nov. 27, 1958	
Fred Harper	Asst. Prof., French	Nov. 28, 1958	
Michael Jaremko	Asst. Prof., Greek & Hebrew	Dec. 5, 1958	
Walter Young	Asst. Prof., Pol. Science	Dec. 5, 1958	Feb. 6, 1959
John Warkentin	Asst. Prof., Geography	Dec. 5, 1958	Feb. 6, 1959
Margaret Stobie	Asst. Prof., English	Dec. 5, 1958	Mar. 25, 1959
Roman R. March	Instructor, English	Dec. 5, 1958	Mar. 25, 1959
William Packer	Assoc. Prof., German	Dec. 8, 1958	March 25, 1959
G. E. Panting	Instructor, History	Dec. 8, 1958	Mar. 25, 1959
Hugh E. Makepeace	Instructor, French	Dec. 8, 1958	Mar. 25, 1959
Andrew K. Sigurjonsson	Instructor, English & French	Dec. 8, 1958	Mar. 27, 1959
Elizabeth F. Morrison	Instructor, Latin and Dean of Women	Dec. 8, 1958	Mar. 25, 1959
Marion Martin	Instructor, French	Dec. 10, 1958	
George Kenneth Brown	Assoc. Prof., Religious Studies	On sessional appointment; does not choose to seek re-appointment.	
Peggy Morrison	Registrar	Mar. 26, 1959	
Mrs. Doreen Patteson	Asst. Registrar	Jan. 31, 1959	

* Professors Reid, McNaught and Stingle wrote letters of protest indicating that they would be forced to resign unless conditions changed. The Board of Regents chose to consider these letters as resignations.